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Formal Opposition to SB 68: A Direct Attack on Worker Protections and Child Labor Laws

SB 68 is nothing short of a blatant attempt to gut labor protections, exploit workers, and dismantle child labor safeguards under the guise of "flexibility." This bill is not about giving workers more choices—it is about giving corporations and employers unchecked power to force longer work hours while avoiding legal consequences. Worse, it erodes decades of progress in preventing child labor exploitation by removing critical oversight.

This bill is a direct threat to the health, safety, and financial security of Alaskan workers and their families. It prioritizes corporate profit over basic human dignity and pushes Alaska closer to the extreme, anti-labor agenda of Project 2025, which seeks to dismantle worker rights nationwide.

1. SB 68 is Designed to Exploit Workers and Strip Away Protections

SB 68 dramatically increases the maximum daily work hours from 10 to 12 under so-called "voluntary" flexible work schedules. But let's be clear: voluntary agreements mean nothing when workers have no real choice.

Employers hold the power, and they will use it to pressure workers into agreeing to longer shifts or risk losing their jobs.

There are no meaningful protections against retaliation. If a worker refuses, will they be passed over for promotions? Will their hours be cut?

This bill removes the daily overtime requirement, meaning businesses get free labor for extra hours without fairly compensating workers.

This is a corporate loophole disguised as "flexibility"—one that lets employers work people to exhaustion without paying them a cent more.

2. It Weakens Child Labor Protections and Encourages Exploitation

One of the most dangerous provisions of this bill is the removal of the requirement for written authorization for minors under 16 working in family businesses. This is a deliberate move to weaken child labor oversight, especially in high-risk industries like fishing, farming, and retail.

Without written authorization, there is no accountability. How will the state track if minors are working in unsafe conditions?

"Family business" is a vague loophole. What stops a business owner from pressuring their own children or relatives into long, dangerous work hours?

This bill puts children at risk of injury, overwork, and exploitation under the pretense of "helping family businesses."

Let's not sugarcoat this: removing child labor oversight is a direct pathway to abuse. This is exactly the kind of deregulation that states like Arkansas and Iowa have tried—and they are now facing lawsuits and federal intervention for endangering minors in the workplace. Do we want Alaska to be next?

3. SB 68 Creates a Dangerous Precedent that Corporations Will Exploit

If we allow SB 68 to pass, what's next? If we give them an inch, they will take a mile.

Today, they raise work limits to 12-hour days. Tomorrow, they push for 14-hour shifts.

Today, they remove written authorization for minors. Tomorrow, they will argue that more teenagers should be working full-time jobs instead of going to school.

Today, they eliminate daily overtime pay. Tomorrow, they push to weaken weekly overtime rules, too.

This bill is not an isolated attack—it is part of a nationwide corporate agenda to strip away worker rights, destroy labor protections, and enrich executives at the expense of everyday people.

If we don't shut this down now, Alaska's workforce will be the next testing ground for extreme deregulation.

4. SB 68 Directly Conflicts with Federal Law and Will Lead to Lawsuits

This bill violates federal labor laws under the Fair Labor Standards Act (FLSA) and will trigger legal challenges against the state.

Federal law still requires strict overtime rules—SB 68 attempts to bypass them by letting businesses extend daily hours without paying overtime.

Child labor restrictions are federal law. If Alaska weakens oversight, businesses will inevitably violate FLSA, forcing federal intervention.

If this bill passes, Alaska could face costly legal battles, and the federal government will step in to override these reckless changes.

Not only is SB 68 dangerous, but it is also legally reckless—inviting lawsuits that will cost taxpayers millions.

5. This is a Project 2025 Playbook Bill—Corporate Greed Masquerading as "Flexibility"

This bill is a direct reflection of Project 2025's anti-worker, pro-corporate agenda.

Project 2025 seeks to:

- ✓ Abolish worker protections and let businesses dictate labor conditions.
- ✓ Remove child labor oversight to get cheap labor with no consequences.
- ✓ Weaken overtime laws to maximize corporate profit at workers' expense.

SB 68 delivers all three. It follows the same dangerous pattern that Republican-led states have used to weaken labor laws, and Alaska must not fall into this trap.

Final Conclusion: SB 68 Must Be Defeated—No Compromise, No Amendments

SB 68 is an unacceptable attack on Alaska's workers and children. This is not a bill that can be "fixed" with amendments—it must be defeated outright.

It forces workers into exhausting, underpaid labor.

It removes child labor protections, risking abuse and exploitation.

It sets a dangerous precedent for future labor rollbacks.

It will lead to lawsuits, federal intervention, and economic instability.

This bill is a one-way ticket to worker exploitation and corporate greed. We cannot allow Alaska to become a testing ground for extreme deregulation at the expense of our people.

Demand Action: Kill SB 68 Before It Destroys Alaska's Workforce

We urge legislators to reject SB 68 entirely. Workers deserve stronger protections, not fewer. Children deserve oversight, not loopholes that put them at risk.

Alaskans will not stand for this. We will fight back against every attempt to gut our labor laws. If you vote for this bill, you are voting against the hardworking people of this state—and we will not forget.

We should be asking why the Governor is not be hauled in front of this congressional body to answer for all his unspeakable atrocities he continues to release and perpetuate on all of us - repeatedly! But instead we just wait...and hope.

Tots and pears,
Susan Allmeroth
Two Rivers
Myself

You give them an inch they will take a mile.

Laws, Constitutional Protections, and Treaties Violated by SB 68

1. Federal Laws Violated

Fair Labor Standards Act (FLSA) (29 U.S.C. §§ 201-219)

SB 68 undermines federal overtime pay requirements by allowing extended work hours without proper compensation.

Weakening child labor protections conflicts with federal child labor standards that regulate working conditions for minors.

Occupational Safety and Health Act (OSHA) (29 U.S.C. §§ 651-678)

Expanding work hours increases workplace fatigue-related injuries, violating employer obligations to provide a safe work environment.

Reducing oversight of minor employment could result in unsafe working conditions for children, violating OSHA safety requirements.

Child Labor Provisions of the FLSA (29 C.F.R. Part 570)

Federal law sets strict limits on hazardous work conditions for minors—removing written authorization requirements undermines oversight and compliance.

National Labor Relations Act (NLRA) (29 U.S.C. §§ 151-169)

The bill indirectly discourages collective bargaining and worker organization by removing overtime protections, affecting workers' ability to negotiate fair conditions.

Americans with Disabilities Act (ADA) (42 U.S.C. §§ 12101-12213)

Extending daily work limits without additional protections disproportionately harms disabled workers who may require reasonable accommodations, violating equal employment protections.

2. U.S. Constitutional Violations

Thirteenth Amendment (Abolition of Involuntary Servitude)

While not directly violating forced labor provisions, excessive work hours and loss of wage protections could be challenged under labor exploitation precedents.

Fourteenth Amendment (Equal Protection Clause & Due Process Clause)

Weakening worker protections disproportionately harms low-income, Indigenous, and marginalized workers, raising equal protection concerns.

Stripping labor protections without proper recourse could violate due process protections under the law.

Commerce Clause (Article I, Section 8, Clause 3 of the U.S. Constitution)

Federal labor laws set national standards—state laws conflicting with FLSA and OSHA create potential challenges under federal preemption doctrines.

3. Alaska State Laws Violated

Alaska Wage and Hour Act (AS 23.10.050 - AS 23.10.150)

The bill's removal of daily overtime protections conflicts with Alaska's existing labor laws ensuring fair compensation for workers.

Alaska Occupational Safety and Health Standards (AS 18.60.010 - AS 18.60.105)

Increasing work hours without proper fatigue mitigation measures violates state workplace safety standards.

Alaska Child Labor Laws (AS 23.10.325 - AS 23.10.370)

Weakening child labor oversight contradicts existing laws protecting minors from excessive work hours and unsafe conditions.

Alaska Constitution, Article I, Section 7 (Due Process Clause)

Any law stripping away established worker rights without proper legislative justification violates fundamental due process rights.

Alaska Constitution, Article I, Section 23 (Right to Just Compensation)

Reducing overtime protections violates the right of workers to receive fair compensation for extended work hours.

4. Treaty and International Law Violations

International Labour Organization (ILO) Convention No. 138 (Minimum Age Convention, 1973)

The U.S. follows ILO guidelines restricting child labor—SB 68 removes critical oversight, creating potential international human rights violations.

International Labour Organization (ILO) Convention No. 182 (Worst Forms of Child Labour Convention, 1999)

Eliminating employer authorization requirements weakens child labor protections, potentially placing minors in hazardous work environments.

United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) (Adopted by the U.S. in 2010)

Indigenous workers and communities disproportionately suffer from weakened labor protections, violating economic and social rights provisions under UNDRIP.

Covenant on Economic, Social and Cultural Rights (ICESCR) (Signed by the U.S.)

The U.S. recognizes fundamental worker protections and fair wages as international labor standards—SB 68 contradicts these principles.

Alaska Native Claims Settlement Act (ANCSA) (43 U.S.C. §§ 1601-1629h)

Indigenous youth are particularly vulnerable to exploitation in seasonal industries, and removing labor oversight could violate protections afforded under ANCSA.

Conclusion: SB 68 is a Direct Violation of Multiple Labor Laws, Constitutional Protections, and Treaties

SB 68 is not just a bad policy—it is legally indefensible under federal, state, and international labor laws. If enacted, Alaska will face legal challenges at every level for violating:

- ✓ Federal labor standards (FLSA, OSHA, NLRA, ADA)
- ✓ Constitutional protections (Equal Protection, Due Process, Commerce Clause)
- ✓ State labor laws (Alaska Wage and Hour Act, Child Labor Laws, Workplace Safety Laws)
- ✓ International treaties on child labor and Indigenous rights (ILO, UNDRIP, ICESCR, ANCSA)

The legislature must reject SB 68 outright to avoid lawsuits, federal intervention, and irreversible damage to Ala

