



THE STATE
of **ALASKA**
GOVERNOR MIKE DUNLEAVY

**Department of Labor and
Workforce Development**

Labor Standards and Safety Division
Office of the Director

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April 7, 2025

The Honorable Scott Kawasaki
Chair, Senate State Affairs
Alaska State Capitol, Room 105
Juneau, AK 99801

Dear Chair Kawasaki,

Thank you again for inviting the Department of Labor and Workforce Development to Senate State Affairs on March 25, 2025, for a hearing on Governor's Bill SB 68, Employment of Minors. The department wanted to provide some additional context to the information provided to the committee.

Youth workers aged 16-17 years of age are not subject to work-hour restrictions beyond the six-day-a-week restriction. The department only approves flexible work-hour plans for individuals 18 and older, in accordance with departmental policy. This policy is based on the legal principle that minors cannot independently enter into legal contracts or agreements.

Additionally, in accordance with AS 23.10.060(b), employees are entitled to daily overtime compensation for work over eight hours a day. For this reason, the department does not permit any third party, including parents, to waive this entitlement by signing a flexible work-hour plan on behalf of a minor employee.

Please contact my office if you have further questions.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tanya Keith".

Tanya Keith
Director, Labor Standards and Safety Division

cc: Jordan Shilling, Director, Governor's Legislative Office