



# Small Business Paid Sick Leave Exemption

HB 161

**By Representative Ruffridge and Representative Coulombe**

	Ballot Measure 1	HB 161
# of employees	Leave accrual applies to small businesses with 15 or more employees, not more than 56 hours a year	Leave accrual applies to businesses with 50 or more employees
# of employees	Leave accrual applies to small businesses with fewer than 15 employees, not more than 40 hours a year.	Applies to businesses with 50 or more employees
Leave cash out	No language	An employer may, at the employee's request, allow an employee to exchange accrued sick leave for the cash value of the accrued sick leave.
Notify employer	No requirement for good faith effort by employee to notify the employer before the workday begins	Requires the employee to make a good faith effort to provide notice to the employer in advance of the use of paid sick leave and before the start of the workday.
Seasonal workers	No language	Exempt seasonal workers from sick leave accrual.

# Continuing the success of Alaskan businesses

Enables Alaskan businesses to thrive

Taking care of our local businesses means taking care of our workforce

Allows employees to cash out their accrued sick leave



# QUESTIONS?

## HB 161

Representative Justin Ruffridge  
Rep.Justin.Ruffridge@akleg.gov  
(907) 465-2693

Representative Julie Coulombe  
Rep.Julie.Coulombe@akleg.gov  
(907) 465-3879