

Subject: Support for HB 161

On behalf of Star Electric Inc. I am writing to express our strong support for **HB 161 – Paid Sick Leave Exemption**. This bill provides a proactive approach to employee sick leave for small businesses in Alaska, ensuring both the construction industry's vitality and the protection of our employees' rights.

Star Electric Inc. is locally owned and operated out of Fairbanks, employing between 20-30 employee depending on the construction season. Star performs work in the Fairbanks area for other small business and these additional cost pushes further burden onto my private mark-based customers.

We support HB 161 for its provisions that raise the "small" business threshold from 15 to 50 employees while maintaining the current paid sick leave accrual rate. The bill also defines seasonal workers as those employed for less than six months, exempting employers from providing sick leave, which offers flexibility for seasonal businesses. Additionally, it expands documentation requirements for cases of domestic violence, sexual assault, or stalking, ensuring a secure and respectful workplace for vulnerable employees.

While navigating the implementation of Ballot Measure 1 will be a learning curve for all businesses, we believe that HB 161 is a step forward in supporting small businesses across Alaska while safeguarding the well-being of employees. We urge you to support this bill and consider how it will assist small businesses in complying with the new law.

Thank you for the opportunity to share our support of HB 161.

Sincerely,

Aaron Gillette

Aaron Gillette
President
Star Electric Inc.



121 W. FIREWEED SUITE 120 | ANCHORAGE, ALASKA | 99503 | 907.563.9229 | ALASKAMINERS.ORG

April 11, 2025

House Labor and Commerce Committee
Alaska State Capitol
Juneau, AK 99801

Submitted via email at House.Labor.And.Commerce@akleg.gov

Dear Members of the Alaska House Labor and Commerce Committee:

The Alaska Miners Association (AMA) writes to provide support for HB161, which addresses concerns associated with the 2024 ballot measure that burdens Alaska's businesses.

AMA is a professional membership trade organization established in 1939 to represent the mining industry in Alaska. AMA's more than 1,400 members come from eight statewide branches: Anchorage, Denali, Fairbanks, Haines, Juneau, Kenai, Ketchikan/Prince of Wales, and Nome. Alaska's miners are individual prospectors, geologists, engineers, suction dredge miners, small family mines, junior mining companies, major mining companies, Alaska Native Corporations, and the contracting sector that supports Alaska's mining industry.

Like so many other ballot measures, Ballot Measure 1 in November brought bad policy with no opportunity for public input to improve the harmful provisions and retain the good. At the time, AMA published a [statement of opposition](#) and educated our members about the harmful provisions, but unfortunately, the confusingly worded measure was approved.

HB161 seeks to alleviate some of the harmful policies in the measure. First, it supports small businesses by exempting employers with fewer than 50 employees from the paid sick leave mandate, helping to reduce compliance burdens on these small businesses. It recognizes seasonality by exempting employers with operations that span or peak for six months or less, which is certainly appropriate for Alaska's unique seasonal economy and workforce patterns. It clarifies needed sick leave definitions, with clearer language on what qualifies, providing consistency and clarifying implementation. It permits the option for employees to cash out unused sick leave, bringing flexibility to workers. Finally, the bill is just good business. It brings a more balanced, business friendly approach to employee leave by channeling voluntary compliance over mandates, mitigates cost increases that lead to reduced hours, wages, and recruitment, and provides flexibility to remote and rural businesses so that they can reasonably operate.

HB161 is a smart solution to correct harmful policy, and we urge the Legislature to pass this bill promptly.

Thank you for the opportunity to comment.

Deantha Skibinski
Executive Director

Subject: Support for HB 161

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Thank you for the opportunity to share our support of HB 161.

Sincerely,

Amy Gillette

Amy Gillette

Vice President

Star Electric Inc.



April 5, 2025

**Representatives Ruffridge and Coulombe
Alaska State Legislature
(Via Email) for Public Record**

Subject: Letter of Support for HB 161

On behalf of the Anchorage Chamber of Commerce, one of the largest business organizations in Alaska, I am writing to express our strong support for HB 161 – Paid Sick Leave Exemption. This bill is a thoughtful and balanced approach to employee sick leave for small businesses in Alaska, ensuring both business sustainability and the protection of employee rights.

The key provisions in HB 161 that we specially support include:

1. **The bill increases the minimum number of employees required for a business to be classified as "small" from 15 to 50.** This redefinition adjusts the small business threshold, while maintaining the current accrual rate of one hour of paid sick leave for every 30 hours worked.
2. **HB 161 defines seasonal workers as those employed for less than six months per year.** Under this provision, employers are exempt from paying sick leave to seasonal workers, which acknowledges the unique challenges of seasonal employment and provides crucial flexibility for businesses that depend on this workforce.
3. **HB 161 expands documentation requirements,** with particular sensitivity toward cases involving domestic violence, sexual assault, or stalking. This protects vulnerable employees and promotes a workplace environment that is both respectful and secure.

The Anchorage Chamber of Commerce believes that HB 161 offers a pragmatic framework that supports the evolving needs of small businesses while safeguarding the well-being of employees. We urge you to consider the benefits this bill will bring to the economic landscape of Alaska and to support its enactment.

Thank you for your commitment to fostering a positive business environment in our state.

Sincerely,



B.C. EXCAVATING, LLC

COMPLETE EXCAVATING & HAULING SERVICES

April 10, 2025

Representative Justine Ruffridge
Representative.justin.ruffridge@akleg.gov

Subject: Support for HB 161

*On behalf of BC Excavating LLC, am writing to express our strong support for **HB 161 – Paid Sick Leave Exemption**. This bill provides a proactive approach to employee sick leave for small businesses in Alaska, ensuring both the construction industry's vitality and the protection of our employees' rights.*

We support HB 161 for its provisions that raise the "small" business threshold from 15 to 50 employees while maintaining the current paid sick leave accrual rate. The bill also defines seasonal workers as those employed for less than six months, exempting employers from providing sick leave, which offers flexibility for seasonal businesses. Additionally, it expands documentation requirements for cases of domestic violence, sexual assault, or stalking, ensuring a secure and respectful workplace for vulnerable employees.

While navigating the implementation of Ballot Measure 1 will be a learning curve for all businesses, we believe that HB 161 is a step forward in supporting small businesses across Alaska while safeguarding the well-being of employees. We urge you to support this bill and consider how it will assist small businesses in complying with the new law.

Thank you for the opportunity to share our support of HB 161.

Sincerely,

Nathan R. Haines
President



CONSOLIDATED ENTERPRISES, INC.

633 E. 81st Avenue

Anchorage, Alaska 99518

TELEPHONE (907)344-4567 • FAX (907)349-6390

March 7, 2024

On behalf of Consolidated Enterprises, Inc. I am writing to express our strong support for HB 161 – **Paid Sick Leave Exemption**. This bill provides a proactive approach to employee sick leave for small businesses in Alaska, ensuring both the construction industry's vitality and the protection of our employees' rights.

We currently fall under EO 13706 provisions for a majority of our work force. EO13706 accrues 1 hour for every 30 hours worked, up to 56 hours a year on federal projects. This order DOES NOT have a seasonal worker exemption and in light of the disruption to our short season, it is in our opinion that having such an exemption would have a significant benefit to our company.

We support HB 161 for its provisions that raise the "small" business threshold from 15 to 50 employees while maintaining the current paid sick leave accrual rate. The bill also defines seasonal workers as those employed for less than six months, exempting employers from providing sick leave, which offers flexibility for seasonal businesses. Additionally, it expands documentation requirements for cases of domestic violence, sexual assault, or stalking, ensuring a secure and respectful workplace for vulnerable employees.

While navigating the implementation of Ballot Measure 1 will be a learning curve for all businesses, we believe that HB 161 is a step forward in supporting small businesses across Alaska while safeguarding the well-being of employees. We urge you to support this bill and consider how it will assist small businesses in complying with the new law.

Thank you for the opportunity to share our support of HB 161.

If you should require any additional information, please do not hesitate to contact me at (907) 344-4567.

Sincerely,

CONSOLIDATED ENTERPRISES, INC.

Destry Lynd
President



April 5th, 2025

The Alaska State Legislature
Juneau, AK 99801

RE: Support for House Bill 161

To Whom it May Concern,

Please let this letter serve as my support of House Bill 161, exempting small businesses with less than 50 employees from the mandatory sick pay provision resulting from Ballot Measure 1. As a local payroll processor managing the payroll for approximately 25 small businesses across Alaska, I have a clear understanding of the significant administrative burden and costs this provision will impose on small businesses.

In evaluating the complexity of the application of the sick pay provision, I must look no further than the payroll processing of my own business. I employ two part-time employees. One works remotely from a home office, whenever the flexibility of her life as a mother of 3 allows. I do not dictate her hours and she does not maintain a set schedule. My second employee reports to my office one day per week, working anywhere from 3-6 hours, as her schedule allows. The minutia of the sick pay provision does not define how I'm to pay out the sick pay for my employees. For my non-remote employee, would one day missed constitute 3 or 6 hours of sick pay? And could she feasibly miss three weeks of work before I could question her doctor's notes?

These scenarios are not unique to my business; many of my clients face similar challenges. The time required to interpret and apply the sick pay mandate, coupled with the additional administrative costs, would result in increased financial strain for small business owners already dealing with rising operational expenses.

Small businesses are vital to Alaska's economy, and additional burdens placed on them could be detrimental. I believe that the successful passage of House Bill 161 would help mitigate the negative impacts on small businesses and support their continued growth and contribution to the local economy.

Respectfully,

April Cooley - Owner



*On behalf of Endeavor Electric, LLC am writing to express our strong support for **HB 161 – Paid Sick Leave Exemption**. This bill provides a proactive approach to employee sick leave for small businesses in Alaska, ensuring both the construction industry's vitality and the protection of our employees' rights.*

We support HB 161 for its provisions that raise the "small" business threshold from 15 to 50 employees while maintaining the current paid sick leave accrual rate. The bill also defines seasonal workers as those employed for less than six months, exempting employers from providing sick leave, which offers flexibility for seasonal businesses. Additionally, it expands documentation requirements for cases of domestic violence, sexual assault, or stalking, ensuring a secure and respectful workplace for vulnerable employees.

While navigating the implementation of Ballot Measure 1 will be a learning curve for all businesses, we believe that HB 161 is a step forward in supporting small businesses across Alaska while safeguarding the well-being of employees. We urge you to support this bill and consider how it will assist small businesses in complying with the new law.

Thank you for the opportunity to share our support of HB 161.

Sincerely,

*Elliott Marlow
Owner
Endeavor Electric, LLC*



April 6, 2025

Representative Justin Ruffridge
Representative Julie Coulombe
Alaska State Legislature
State Capitol
Juneau, AK 99801

Dear Representatives Ruffridge and Coulombe,

We are writing as the owners of Davis Block & Concrete, a concrete manufacturer and supplier in Kenai, to express our support for House Bill 161. We are concerned about the impact of Ballot Measure 1, the paid sick leave provisions, on businesses like ours. HB 161 offers a thoughtful solution by revising these mandates to better reflect the realities of operating a small business in Alaska.

The adjustments in HB 161—raising the business size threshold, tightening definitions for sick leave usage, clarifying cash-out options, and exempting seasonal employees who work less than six months—are essential for ensuring that small businesses can comply without facing unsustainable financial strain. For our company, the broad requirements of the original ballot measure threaten our ability to maintain staffing levels and manage costs, particularly during peak seasons when we rely heavily on seasonal workers. These revisions offer the flexibility we need to thrive while supporting our employees.

We strongly urge the House Labor and Commerce Committee to consider HB 161 next week and advance it promptly. Thank you for championing this important legislation. Your work to protect Alaska's small businesses is deeply appreciated.

Sincerely,

Scott Davis, President

Cory Davis, VP Operations

Regina Davis, Vice President

Davis Block & Concrete | 36122 Ravenwood Street | Kenai, AK 99611

From: [Michelle Holland](#)
To: [Rep. Justin Ruffridge](#)
Subject: Subject: Support for HB 161
Date: Monday, April 7, 2025 12:48:38 PM

Dear Justin Ruffridge,

*On behalf of Holland Roofing, I am writing to express our strong support for **HB 161 – Paid Sick Leave Exemption**. This bill provides a proactive approach to employee sick leave for small businesses in Alaska, ensuring both the construction industry's vitality and the protection of our employees' rights.*

We support HB 161 for its provisions that raise the "small" business threshold from 15 to 50 employees while maintaining the current paid sick leave accrual rate. The bill also defines seasonal workers as those employed for less than six months, exempting employers from providing sick leave, which offers flexibility for seasonal businesses. Additionally, it expands documentation requirements for cases of domestic violence, sexual assault, or stalking, ensuring a secure and respectful workplace for vulnerable employees.

While navigating the implementation of Ballot Measure 1 will be a learning curve for all businesses, we believe that HB 161 is a step forward in supporting small businesses across Alaska while safeguarding the well-being of employees. We urge you to support this bill and consider how it will assist small businesses in complying with the new law.

Thank you for the opportunity to share our support of HB 161.

Sincerely,
Michelle Holland
Holland Roofing Co., Inc.

Proudly Serving Alaska since 1996



Sweet Caribou
701 W 36th Ave #A19
Anchorage, AK 99503
(907) 223-5160
sweetcaribouak@gmail.com

To Members of the Alaska State Legislature,

I am writing to express my support for House Bill 161, which modifies the requirements to pay sick leave from Ballot Measure 1 to businesses over 50 employees. This change would be a welcome change to businesses under 50 employees.

Every small business owner I have talked to supports this change, as it allows each business the flexibility to determine how they compensate their employees. Small businesses are not set up for the complexity of tracking the regulations as passed, and passing House Bill 161 will provide much needed financial relief in a time of rising costs.

For Sweet Caribou, which is in the low profit restaurant business, providing mandatory sick leave would represent 20% of our profit, and for our employees, this would have a negative effect. Our employees already make more than industry average, with no employee making less than \$18 an hour. In addition, Sweet Caribou splits up over 25% of its profit every quarter with employees, and provides retirement and vacation pay.

If this bill is not passed, Sweet Caribou employees will not receive normal pay raises and will see a reduction in their normal profit share payments. Additionally, costs will likely rise for our customers, who have already seen a rapid rise in food costs over the last 4 years.

I would kindly ask you to support your local small business and their employees for years to come by passing House Bill 161. Feel free to contact me with any questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'James Strong', is written over a horizontal line.

James Strong

John Weddleton

Anchorage, Alaska 99507

John@weddleton.com

April 3, 2025

Via email to:

Rep. Ruffridge Representative.Justin.Ruffridge@akleg.gov

Rep. Julie Coulombe Representative.Julie.Coulombe@akleg.gov

I support the proposed changes to the Ballot Measure 1 conditions in House Bill 161.

The changes largely implement the goals of Ballot Measure 1 but tone them down in regard to problems created for smaller businesses. It also makes clear that sick leave can be cashed out if the employee chooses. This is a nice benefit given that the amount they can use is capped.

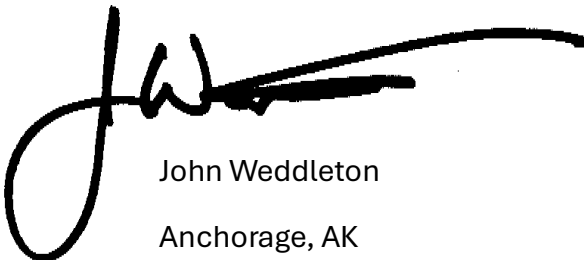
I am not opposed to sick leave for employees. My business has fewer than 30 employees and I provide paid time off (PTO) for any reason an employee wants to take time off. This has been an important benefit for decades. Were I to change my PTO plan to exactly match the Ballot Measure 1 provisions, I would actually save money.

Employment growth is largely through new businesses that need relentless nurturing in their early years. While my business is mature enough to afford this benefit, in our early years, it would have been a real stretch. Government must have a light touch on small businesses if we want to see them mature and grow into large businesses.

I allow my employees to cash out their PTO if they choose. We allow unused hours to roll over to the next year, when they hit our cap of 120 hours, we automatically cash out hours over that amount. This gives my employees some benefit for hours over the maximum instead of losing them. The proposed change to allow cash out of hours makes clear this will be allowed.

House Bill 161 is good for the Alaskan economy and also meets the spirit of Ballot Measure 1.

Thank you for putting forward this Bill and to those who support it.

A handwritten signature in black ink, appearing to be 'J. Weddleton', with a long horizontal stroke extending to the right.

John Weddleton

Anchorage, AK

Senate F, House 11



THE ALLIANCE

Linking Alaska's Resources to Alaska's People

April 4, 2025

Representative Julie Coulombe

Representative Justin Ruffridge

Representatives Coulombe and Ruffridge:

I am writing on behalf of the Alaska Support Industry Alliance (the Alliance), their 500+ members and the 35,000 people they employ in the state of Alaska.

The Alliance supports HB 161 "An act relating to minimum paid sick leave requirements and providing for an effective date". We thank you for introducing this important piece of legislation to mitigate some of the drastic financial impacts on Alaska employers that will begin on July 1, 2025 with the implementation of Ballot Measure 1.

The Alliance is a 46-year-old professional trade organization representing Alaskan companies who provide support to the oil, gas and mining operations in the state.

On behalf of our membership we strongly opposed the mandatory paid sick leave requirements of Ballot Measure 1, knowing that it would impact every one of our members and that many members would not be able to implement the required policy without a significant financial impact to their business, the need to reduce staff size and the need to reduce other benefits offered.

Though HB 161 only mitigates the impact on businesses with less than 50 employees and seasonal workers, we appreciate the effort to limit the impact of this poorly written policy on many of our members.

Respectfully,

Rebecca Logan

CEO

The Alliance

[REDACTED]

From: Russell Graves [REDACTED]
Sent: Monday, April 7, 2025 3:01 PM
To: Rep. Julie Coulombe
Subject: Support for HB 161

On behalf of Anchorage Protective Coatings, I am writing to express our strong support for HB 161 – Paid Sick Leave Exemption. This bill provides a proactive approach to employee sick leave for small businesses in Alaska, ensuring both the construction industry's vitality and the protection of our employees' rights.

As a painting company that experiences a significant increase in workload during the summer months, we hire additional seasonal workers in the spring and summer. Like many small businesses, we believe that Ballot Measure 1 was poorly conceived and misrepresented as a straightforward minimum wage increase. The proposed minimum wage, even for entry-level and inexperienced positions, is not feasible for the construction trades in Alaska. This is likely why Ballot Measure 1 was largely overlooked by many in our industry.

Currently, we employ 4 to 5 year-round staff members, with that number rising to 10-12 during the busy summer season. We are concerned that the implementation of Ballot Measure 1 will create an administrative burden that will hinder our operations and negatively impact our ability to serve our customers effectively. Moreover, we believe Ballot Measure 1, in its current state, will ultimately harm our full-time employees.

Currently, we provide a benefits package that includes a 50% match to a health insurance plan and a 3% match to a retirement plan for our full-time employees. This package is more generous than what many construction companies offer, and while it is a significant expense, we believe it serves as an important incentive for long-term employment.

For these reasons, we strongly urge you to support HB 161, which we believe offers a more practical solution for businesses like ours.

We support HB 161 for its provisions that raise the "small" business threshold from 15 to 50 employees while maintaining the current paid sick leave accrual rate. The bill also defines seasonal workers as those employed for less than six months, exempting employers from providing sick leave, which offers flexibility for seasonal businesses. Additionally, it expands documentation requirements for cases of domestic violence, sexual assault, or stalking, ensuring a secure and respectful workplace for vulnerable employees.

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Thank you for the opportunity to share our support of HB 161.

Respectfully,
Russell Graves
Anchorage Protective Coatings, Inc.
[REDACTED] F: 907.345.0386
www.apcoatings.com



Virus-free. www.avg.com

From: [Holland Roofing Co., Inc.](#)
To: [Rep. Justin Ruffridge](#)
Subject: Subject: Support for HB 161
Date: Monday, April 7, 2025 12:47:30 PM

Dear Justin Ruffridge,

*On behalf of Holland Roofing, I am writing to express our strong support for **HB 161 – Paid Sick Leave Exemption**. This bill provides a proactive approach to employee sick leave for small businesses in Alaska, ensuring both the construction industry's vitality and the protection of our employees' rights.*

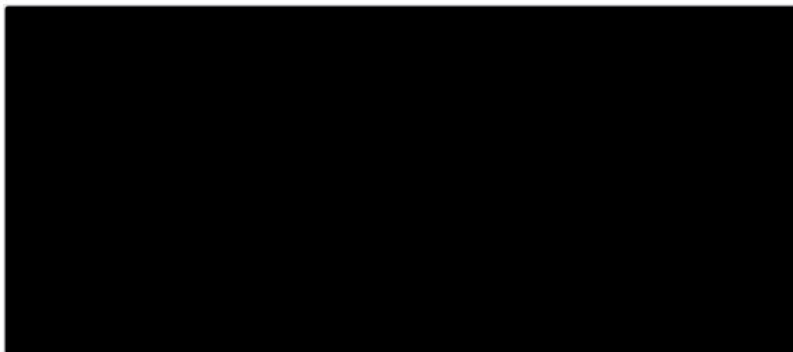
We support HB 161 for its provisions that raise the "small" business threshold from 15 to 50 employees while maintaining the current paid sick leave accrual rate. The bill also defines seasonal workers as those employed for less than six months, exempting employers from providing sick leave, which offers flexibility for seasonal businesses. Additionally, it expands documentation requirements for cases of domestic violence, sexual assault, or stalking, ensuring a secure and respectful workplace for vulnerable employees.

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Thank you for the opportunity to share our support of HB 161.

*Thank you,
Josh Holland
Holland Roofing Co., Inc.*

Proudly Serving Alaska since 1996
[Holland Roofing Co., Inc.](#)



Holland Roofing Co., Inc.

Quality Products & Workmanship 907-344-9911

Ph: 907-344-9911

8716 Elmore Rd. Anch., AK 99507

From: [Russell Graves](#)
To: [Rep. Justin Ruffridge](#)
Subject: Support for HB 161
Date: Monday, April 7, 2025 2:58:22 PM

On behalf of Anchorage Protective Coatings, I am writing to express our strong support for HB 161 – Paid Sick Leave Exemption. This bill provides a proactive approach to employee sick leave for small businesses in Alaska, ensuring both the construction industry's vitality and the protection of our employees' rights.

As a painting company that experiences a significant increase in workload during the summer months, we hire additional seasonal workers in the spring and summer. Like many small businesses, we believe that Ballot Measure 1 was poorly conceived and misrepresented as a straightforward minimum wage increase. The proposed minimum wage, even for entry-level and inexperienced positions, is not feasible for the construction trades in Alaska. This is likely why Ballot Measure 1 was largely overlooked by many in our industry.

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Currently, we provide a benefits package that includes a 50% match to a health insurance plan and a 3% match to a retirement plan for our full-time employees. This package is more generous than what many construction companies offer, and while it is a significant expense, we believe it serves as an important incentive for long-term employment.

For these reasons, we strongly urge you to support HB 161, which we believe offers a more practical solution for businesses like ours.

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Thank you for the opportunity to share our support of HB 161.

Respectfully,

Russell Graves
Anchorage Protective Coatings, Inc.
[REDACTED] F: 907.345.0386
www.apcoatings.com



Virus-free. www.avg.com

From: jesse@allproak.com
To: [Rep. Justin Ruffridge](#)
Subject: Support for HB 161
Date: Monday, April 7, 2025 2:11:01 PM

Good Afternoon Representative Ruffridge,

Subject: Support for HB 161

*On behalf of All Pro Alaska, I am writing to express our strong support for **HB 161 – Paid Sick Leave Exemption**. This bill provides a proactive approach to employee sick leave for small businesses in Alaska, ensuring both the construction industry's vitality and the protection of our employees' rights.*

No one is forced to work for an employer and the free market has always allowed mobility and advancement of those willing to work for it. Small business needs to be allowed to grow and scale their business as they learn and grow in their chosen market.. Look to America's past. Henry Ford, Bill Gates, and others like them all started as a small business and yet were able to grow their businesses to massive empires. But let's also consider businesses the small independent business that operates for the sheer joy of plying an art or trade or for those who for just want to make a living. To force small restaurants, grocery stores, bakeries, micro-breweries and many others to provide big business employee coverage is a death nail to the American Entrepreneurship Dream. Let's keep the American Dream Alive.

Therefore, we support HB 161 for its provisions that raise the "small" business threshold from 15 to 50 employees while maintaining the current paid sick leave accrual rate. The bill also defines seasonal workers as those employed for less than six months, exempting employers from providing sick leave, which offers flexibility for seasonal businesses. Additionally, it expands documentation requirements for cases of domestic violence, sexual assault, or stalking, ensuring a secure and respectful workplace for vulnerable employees.

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Thank you for the opportunity to share our support of HB 161.

Sincerely,

Jesse L. Thacker
CEO

All Pro Alaska

From: [Alaska Dance Promotions](#)
To: [Rep. Justin Ruffridge](#)
Subject: Support HP 161
Date: Monday, April 7, 2025 12:49:41 PM

Dear Justin Ruffridge,

*On behalf of Alaska Dance Promotions, I am writing to express our strong support for **HB 161 – Paid Sick Leave Exemption**. This bill provides a proactive approach to employee sick leave for small businesses in Alaska.*

I support HB 161 for its provisions that raise the "small" business threshold from 15 to 50 employees while maintaining the current paid sick leave accrual rate.

Thank you for the opportunity to share our support of HB 161.

Michelle Holland

Alaska Dance Promotions
www.AlaskaDancePromotions.com

