



ALASKA STATE LEGISLATURE

Representative Genevieve Mina

Chair, House Health and Social Services Committee

Serving House District 19: Airport Heights, Mountain View, & Russian Jack

HB 156 Sponsor Statement

"An Act relating to disclosure of wage information."

Despite a growth in infrastructure and resource development projects, Alaska employees struggle to hire workers due to a pervasive labor shortage. HB 156 seeks to improve Alaska's competitive labor market and strengthen the workforce by standardizing fair, transparent hiring practices.

HB 156 helps streamline the application process by requiring employers to post information about compensation, including a salary or salary range. This allows the applicant and employer to expend less energy and resources recruiting and interviewing only to discover the pay does not meet the needs of the potential employee.

It also removes salary history from the interview process, allowing the employer and applicant to focus on their qualifications, thus ensuring those who join and return to the workforce are paid based on their current abilities and potential. It also improves wage gaps related to race, gender, and educational attainment.

Additionally, HB 156 aligns state law with Federal protections, ensuring workers in Alaska are clearly empowered to engage in wage discussions without fear of retaliation. Federal law, through the National Labor Relations Act, protects employees' right to discuss their wages and working conditions. HB 156 prohibits an employer from retaliating against an employee or applicant for refusing to disclose their or wage history.

HB 156 seeks to promote a more equitable and efficient hiring process across Alaska. By enhancing transparency and consistency in employment practices, HB 156 will strengthen the state's ability to attract qualified applicants, retain a stable workforce, and assist employers in addressing ongoing staffing needs.

Session: State Capitol Room 416 • Juneau, AK 99801-1182 • (907) 465-3424

Interim: 1500 W. Benson Blvd. • Anchorage, AK 99503

Rep. Genevieve.Mina@akleg.gov