



January 22, 2025

House Bill 61

Sectional Analysis

"An Act relating to employment; relating to voluntary flexible work hour plans; relating to the employment of minors; and relating to hours worked by minors employed in the state."

Section 1: AS 23.10.060(d)(14) – allows for voluntary flexible work plans to allow work that doesn't exceed 40 hours a week and 12 hours a day. It requires a written agreement establishing the daily and weekly hours worked under the plan, the department to issue a certificate approving the plan and the employer to pay compensation of 1 and one-half times the regular rate of pay for all hours worked overtime not included in the approved plan.

Section 2: AS 23.10.332(a) – includes the employment of section (e) (family members) and 16-year-olds within the exemption from written approval and requires general written authorization from the commissioner for employers to employee 14-15-year-olds minors.

Section 3: AS 23.10.332 – adds a new section, AS 23.10.332(e), which establishes that employment of a minor in a family-owned business, under direct supervision of a family member, or on a boat owned and operated by the family member does not require written authorization from the Commissioner. It defines "family member" to mean a parent, grandparent, adult sibling, aunt, or uncle.

Section 4: AS 23.10.340(a) – increases the limit on the total numbers of combined school attendance and work hours in a day for a minor under 16-years-old from 9 to 10, and to allow for minors under 16 years-old to work 40 hours a week when school is not in session.

Section 5: AS 23.10.332(c) and 23.10.332(d) – repealed, removing the language that requires employers to get written approval for individual minors and for specific duties before they can start work.

Section 6: AS 23.10.332 – amends uncodified law of the State of Alaska to add a new section to provide revisor's instructions to change catch line for AS 23.10.332 to "Authorization to employ children under 16", instead of 17.