

Alaska H.B. 193 Bill Analysis

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This memo provides a comparison of Alaska [H.B. 193](#) and other state paid family and medical leave (PFML) programs in terms of covered purposes, duration of leave, wage replacement rates, and funding mechanisms.

Policy Comparison of H.B. 193 and State Paid Leave Programs

Covered Purposes

- H.B. 193 would provide paid parental leave for employees to bond with a new child within the first 12 months following the birth, adoption, or foster care placement of the child.
- In contrast, all 14 states with PFML programs cover leave for bonding with a new child, caring for a loved one with a serious health condition, and addressing a worker's own serious health needs.
 - Most state programs also cover leave for military family needs in connection with deployment, including military exigency leave and military caregiving leave.

Duration of Leave

- H.B. 193 would provide up to 26 weeks of paid parental leave for eligible employees.
- In the states with paid leave programs, all parents are allowed to take between 7 and 12 weeks off work to bond with a new child. The most common duration of family leave is up to 12 weeks. However, in many states, a parent who gave birth can take more leave by stacking medical leave and family leave. (See the table below for more details.)
- The most rigorous research to date shows a state policy that provides at least 12 weeks of paid leave for parents who give birth and at least 6 weeks for all other parents with a new child leads to positive impacts.

Paid Family and Medical Leave Maximum Duration of Leave (Weeks)

State	Family Leave	Medical Leave	Annual Combined Leave	Additional Prenatal Leave	Total Post-Birth Leave
California	8	52	Not specified		Parents who give birth: 14 to 16; All other parents: 8
Colorado	12	12	12	4 (prenatal or postnatal leave)	Parents who give birth: 16; All other parents: 12
Connecticut	12	12	12	2	Parents who give birth: 12; All other parents: 12
Delaware	6 (caregiving); 12 (bonding)	6	6 (caregiving, medical); 12 (bonding)		Parents who give birth: 12; All other parents: 12
District of Columbia	12	12	12	2	Parents who give birth: 12; All other parents: 12
Maine	12	12	12		Parents who give birth: 12; All other parents: 12
Maryland	12	12	12*		Parents who give birth: 18 to 20; All other parents: 12
Massachusetts	12	20	26		Parents who give birth: 18 to 20; All other parents: 12
Minnesota	12	12	20		Parents who give birth: 18 to 20; All other parents: 12
New Jersey	12	26	Not specified		Parents who give birth: 18 to 20; All other parents: 12
New York	12	26	26		Parents who give birth: 18 to 20; All other parents: 12
Oregon	12	12	12	2 (prenatal or postnatal leave)	Parents who give birth: 14; All other parents: 12
Rhode Island	7	30	30		Parents who give birth: 13 to 15; All other parents: 7
Washington	12	12	16	2	Parents who give birth: 16; All other parents: 12

Notes: Additional prenatal leave refers to any additional leave that may be taken for qualifying conditions that is not subjected to the annual cumulative maximum. Duration of family and medical leave may include unpaid waiting periods.

* In the case that a worker has a new child and a serious personal medical issue, Maryland permits a cumulative maximum of 24 weeks of leave.

Source: As of January 1, 2025. State paid family and medical leave laws and A Better Balance.

Wage Replacement

- H.B. 193 would provide a weekly benefit amount for eligible employees based on a set schedule outlined in the bill. The maximum weekly benefit would be \$675.
- Currently, maximum weekly benefits range from \$900 to \$1,681 in states with existing PFML programs. (See the table below for more details.)

Paid Family and Medical Leave

Maximum Weekly Benefits

State	Max. Weekly Benefit
Delaware*	\$900
Connecticut	\$981
Maryland*	\$1,000
Rhode Island	\$1,070
New Jersey	\$1,081
Massachusetts	\$1,171
Maine*	\$1,145
District of Columbia	\$1,153
New York	\$1,177
Colorado	\$1,324
Minnesota*	\$1,372
Washington	\$1,542
Oregon	\$1,569
California	\$1,681

Note: * means the state has not yet begun implementing benefits to families.

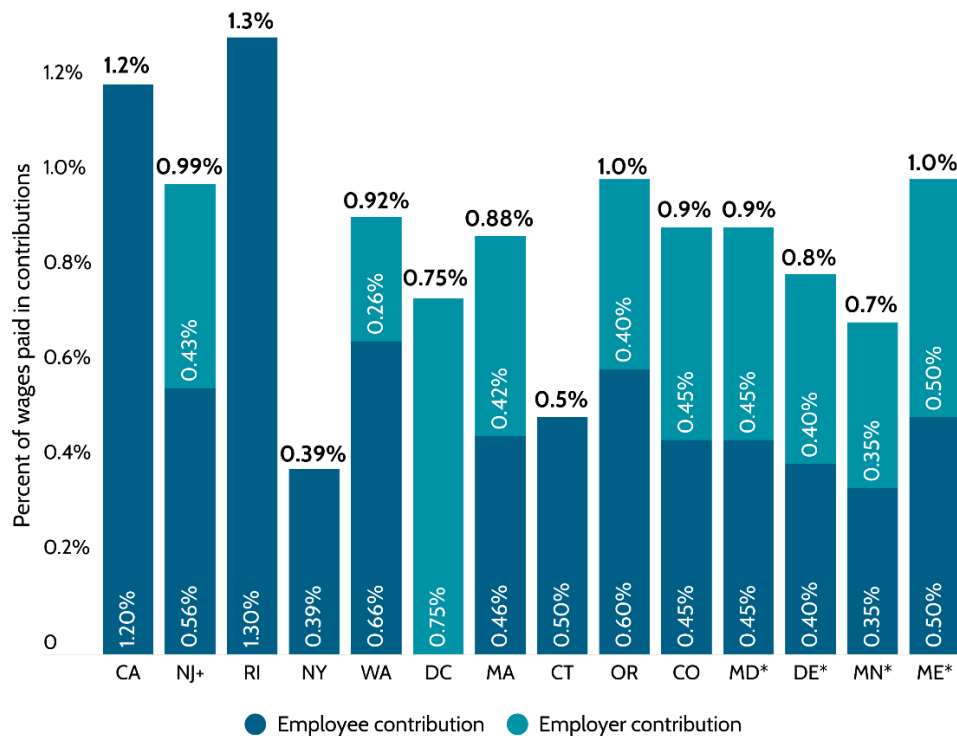
Source: As of January 1, 2025. State paid family and medical leave laws and A Better Balance.

Funding Mechanism

- H.B. 193 would create a new paid parental leave trust fund. Eligible employees in Alaska would contribute 0.15% of wages, up to a specific wage threshold (which is \$51,700 in 2025). To offset the cost, the employee contribution for UI would then decrease by the same amount. The bill does not increase the payroll contribution for employees beyond the amount currently collected for UI (which is 0.5% of wages in 2025).

- Three PFML programs are funded by contributions collected from employees only. The majority of programs (10) are funded through both employee and employer contributions.¹ Total contributions currently range from 0.39% to 1.3%. (See the chart below for more details.)

Paid Family and Medical Leave 2025 Contribution Rates for Employees and Employers



+ Employer contribution rate varies by employer size; cited rate reflects midpoint of range

* Indicates the state has not yet begun collecting PFML contributions.

Note: States are listed in order of implementation.

¹ In New York, employees and employers share the cost of medical leave (called temporary disability insurance) and employees cover the full cost of family leave. However, the contribution rate for medical leave is so low that it's not represented on the chart below.