



Employment of Minors

What does HB61 do?

This bill will allow employers and employees to agree to shifts of up to 12 hours a day under a voluntary flexible work hour plan and will broaden youth employment opportunities in Alaska by removing unnecessary administrative processes.

Voluntary flexible work hour plan – Changes will allow for up to 12-hour shifts. Current law limits flex plans to 10-hour shifts.

Youth Employment – Changes will remove the administrative burden on employers and increase employment opportunities for youth.

What is the impact?

We believe this legislation will strengthen Alaska's economy by allowing more people to enter the workforce while still being able to care for their families as well as result in more young people being ready to enter the workforce upon graduation, with a path to a sustainable occupation.

Why should this become law?

Benefits to the Voluntary Flexible Work Hour Plan:

1. Flexible work hour plans will continue to be voluntary for the employee and cannot be made a condition of employment.
2. Employers will see the benefit of more flexible staffing options to better meet business needs and to offer competitive schedules when recruiting employees.
3. Health care facilities will be able to offer employees shifts that are comparable to others in the industry and have consistency in the transfer of information across shifts in 24-hour facilities.
4. Employees will benefit by having the ability for great flexibility for work life balance, reduced commute costs, and reduced need for childcare.

Benefits to Youth Employment:

1. Encourage the hiring of youth and provide more job opportunities by removing unnecessary administrative hurdles for employers.
2. Encourage youth participation in apprenticeships with the trades and will allow valuable on-the-job training.
3. Employers and youth will no longer wait for permit processing, which can take up to a week or more.
4. Allows the department to focus its efforts on providing education to employers on child labor requirements, and youth worker safety can be monitored.