

Fiscal Note

State of Alaska
2021 Legislative Session

Bill Version:	CSHB 146(L&C)
Fiscal Note Number:	1
(H) Publish Date:	4/30/2021

Identifier: HB146-DOLWC-WH-04-05-21
Title: DISCLOSURE OF WAGE INFORMATION
Sponsor: SNYDER
Requester: (H) L&C

Department: Department of Labor and Workforce Development
Appropriation: Labor Standards and Safety
Allocation: Wage and Hour Administration
OMB Component Number: 345

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below.

(Thousands of Dollars)

	FY2022 Appropriation Requested	Included in Governor's FY2022 Request	Out-Year Cost Estimates				
OPERATING EXPENDITURES	FY 2022	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027
Personal Services	279.9		279.9	279.9	279.9	279.9	279.9
Travel	10.0		10.0	10.0	10.0	10.0	10.0
Services	21.6		21.6	21.6	21.6	21.6	21.6
Commodities	4.5		1.5	1.5	1.5	1.5	1.5
Capital Outlay							
Grants & Benefits							
Miscellaneous							
Total Operating	316.0	0.0	313.0	313.0	313.0	313.0	313.0

Fund Source (Operating Only)

1005 GF/Prgm (DGF)	316.0		313.0	313.0	313.0	313.0	313.0
Total	316.0	0.0	313.0	313.0	313.0	313.0	313.0

Positions

Full-time	3.0		3.0	3.0	3.0	3.0	3.0
Part-time							
Temporary							

Change in Revenues

None							
Total	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Estimated SUPPLEMENTAL (FY2021) cost: 0.0 (separate supplemental appropriation required)

Estimated CAPITAL (FY2022) cost: 0.0 (separate capital appropriation required)

Does the bill create or modify a new fund or account? Yes
(Supplemental/Capital/New Fund - discuss reasons and fund source(s) in analysis section)

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? Yes
If yes, by what date are the regulations to be adopted, amended or repealed? 08/01/21

Why this fiscal note differs from previous version/comments:

Not applicable. Initial version.

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Phone: (907)269-4961
Date: 04/02/2021 01:00 PM
Date: 04/05/21

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2021 LEGISLATIVE SESSION

Analysis

HB 146 adds statutory language to AS 23.10 requiring all public and private sector employers, including the University of Alaska and the Alaska Railroad Corporation, who advertise for employment, to include in the notice a full description of the salary and/or salary ranges for all advertised job openings. HB 146 also prohibits employers from inhibiting employees from discussing wages amongst themselves, or from requesting wage information of another employee. Employers cannot request from an applicant past wage information, and cannot use previous wages as a basis for determining salary.

This legislation also requires all employers to post a summary of the act in a prominent location in the workplace visible to all employees.

HB 146 prohibits an employer from penalizing or discriminating against an employee in the exercise of their rights under this Act. Civil penalties may be sought by the employee for damages and lost wages in addition to fines recoverable by the State. The department may impose fines or penalties against a violating employer of not less than \$100 or more than \$2000 as determined by the Commissioner. Each day a violation occurs may also constitute a separate violation. Wage & Hour anticipates three full time positions will be needed to handle the influx of calls, questions, and complaints that this legislation will generate.

The Protection of Compensation Disclosure Rights (Fund) is established as a special account of the general fund. Assessed penalties of employer violations will be deposited into the Fund and will be used to offset the state's cost of enforcement. The Fund may also receive appropriations of the Legislature.

Pesonal Services Costs: Wage & Hour estimates three (3) new Investigator II (Range 16) positions will be required to staff the operations arising from this legislation. The annual cost per year per position is \$93.3. **Total: \$279.9**

Travel Costs: Travel for onsite due diligence and investigatons throughout the state. Total: **\$10.0**

Services Costs: Core service chargebacks average \$7.2 per employee. **Total: \$21.6.**

Commodities Costs: First year set up for each employee. **Total \$4.5**
Outyear supplies: **Total \$1.5**