

**ALASKA STATE LEGISLATURE  
SENATE LABOR AND COMMERCE STANDING COMMITTEE**

May 6, 2024

1:32 p.m.

**MEMBERS PRESENT**

Senator Jesse Bjorkman, Chair  
Senator Elvi Gray-Jackson  
Senator Forrest Dunbar

**MEMBERS ABSENT**

Senator Click Bishop, Vice Chair  
Senator Kelly Merrick

**COMMITTEE CALENDAR**

COMMITTEE SUBSTITUTE FOR HOUSE BILL NO. 88(L&C)

"An Act relating to work quotas for employees at warehouse distribution centers; and providing for an effective date."

- HEARD & HELD

HB 203-PAYMENT OF WAGES; PAYROLL CARD ACCOUNT

- SCHEDULED BUT NOT HEARD

**PREVIOUS COMMITTEE ACTION**

BILL: HB 88

SHORT TITLE: WAREHOUSE WORK QUOTAS

SPONSOR(S): REPRESENTATIVE(S) RAUSCHER

02/27/23	(H)	READ THE FIRST TIME - REFERRALS
02/27/23	(H)	L&C, JUD
03/29/23	(H)	L&C AT 3:15 PM BARNES 124
03/29/23	(H)	Heard & Held
03/29/23	(H)	MINUTE(L&C)
04/10/23	(H)	L&C AT 3:15 PM BARNES 124
04/10/23	(H)	<Bill Hearing Canceled>
04/12/23	(H)	L&C AT 3:15 PM BARNES 124
04/12/23	(H)	Heard & Held
04/12/23	(H)	MINUTE(L&C)
04/14/23	(H)	L&C AT 3:15 PM BARNES 124
04/14/23	(H)	Heard & Held

04/14/23 (H) MINUTE (L&C)  
 04/17/23 (H) L&C AT 3:15 PM BARNES 124  
 04/17/23 (H) Moved CSHB 88(L&C) Out of Committee  
 04/17/23 (H) MINUTE (L&C)  
 04/19/23 (H) L&C RPT CS(L&C) 3DP 4NR  
 04/19/23 (H) DP: FIELDS, CARRICK, SUMNER  
 04/19/23 (H) NR: SADDLER, PRAX, WRIGHT, RUFFRIDGE  
 01/29/24 (H) JUD AT 1:00 PM GRUENBERG 120  
 01/29/24 (H) Heard & Held  
 01/29/24 (H) MINUTE (JUD)  
 01/31/24 (H) JUD AT 1:00 PM GRUENBERG 120  
 01/31/24 (H) Moved CSHB 88(L&C) Out of Committee  
 01/31/24 (H) MINUTE (JUD)  
 02/02/24 (H) JUD RPT CS(L&C) 6DP 1NR  
 02/02/24 (H) DP: C.JOHNSON, GRAY, CARPENTER, SUMNER,  
 GROH, VANCE  
 02/02/24 (H) NR: ALLARD  
 04/26/24 (H) TRANSMITTED TO (S)  
 04/26/24 (H) VERSION: CSHB 88(L&C)  
 04/29/24 (S) READ THE FIRST TIME - REFERRALS  
 04/29/24 (S) L&C  
 05/06/24 (S) L&C AT 1:30 PM BELTZ 105 (TSBldg)

BILL: HB 203

SHORT TITLE: PAYMENT OF WAGES; PAYROLL CARD ACCOUNT  
 SPONSOR(S): REPRESENTATIVE(S) SUMNER

05/16/23 (H) READ THE FIRST TIME - REFERRALS  
 05/16/23 (H) L&C  
 01/26/24 (H) BILL REPRINTED  
 02/09/24 (H) L&C AT 3:15 PM BARNES 124  
 02/09/24 (H) <Bill Hearing Canceled>  
 02/16/24 (H) L&C AT 3:15 PM BARNES 124  
 02/23/24 (H) L&C AT 3:15 PM BARNES 124  
 02/23/24 (H) Scheduled but Not Heard  
 02/28/24 (H) L&C AT 3:15 PM BARNES 124  
 02/28/24 (H) -- Invited & Public Testimony --  
 03/01/24 (H) L&C AT 3:15 PM BARNES 124  
 03/01/24 (H) Scheduled but Not Heard  
 03/04/24 (H) L&C AT 3:15 PM BARNES 124  
 03/04/24 (H) Heard & Held  
 03/04/24 (H) MINUTE (L&C)  
 03/11/24 (H) L&C AT 3:15 PM BARNES 124  
 03/11/24 (H) Heard & Held  
 03/11/24 (H) MINUTE (L&C)  
 03/18/24 (H) L&C AT 3:15 PM BARNES 124  
 03/18/24 (H) RESIDENTIAL BUILDING CODE

03/20/24 (H) L&C AT 3:15 PM BARNES 124  
 03/20/24 (H) Moved HB 203 Out of Committee  
 03/20/24 (H) MINUTE(L&C)  
 03/21/24 (H) L&C RPT 4DP 3NR  
 03/21/24 (H) DP: RUFFRIDGE, PRAX, SADDLER, SUMNER  
 03/21/24 (H) NR: FIELDS, CARRICK, WRIGHT  
 05/01/24 (H) TRANSMITTED TO (S)  
 05/01/24 (H) VERSION: HB 203 AM  
 05/03/24 (S) READ THE FIRST TIME - REFERRALS  
 05/03/24 (S) L&C  
 05/06/24 (S) L&C AT 1:30 PM BELTZ 105 (TSBldg)

**WITNESS REGISTER**

RYAN MCKEE, Staff  
 Representative George Rauscher  
 Alaska State Legislature  
 Juneau, Alaska

**POSITION STATEMENT:** Introduced HB 88 on behalf of the sponsor.

PATRICK FITZGERALD, Political Coordinator  
 Teamsters Local 959  
 Anchorage, Alaska

**POSITION STATEMENT:** Gave a presentation on HB 88.

**ACTION NARRATIVE**

1:32:38 PM

**CHAIR JESSE BJORKMAN** called the Senate Labor and Commerce Standing Committee meeting to order at 1:32 p.m. Present at the call to order were Senators Gray-Jackson, Dunbar and Chair Bjorkman.

He announced that the agenda would consist of HB 88 and that HB 203 had been removed from the agenda.

**HB 88-WAREHOUSE WORK QUOTAS**

1:33:41 PM

**CHAIR BJORKMAN** announced the consideration of CS FOR HOUSE BILL NO. 88(L&C) "An Act relating to work quotas for employees at warehouse distribution centers; and providing for an effective date."

1:34:10 PM

RYAN MCKEE, Staff, Representative George Rauscher, Alaska State Legislature, Juneau, Alaska, introduced HB 88 on behalf of the sponsor, reading from the following statement:

[Original punctuation provided.]

**House Bill 88**  
Sponsor Statement

House Bill 88 Warehouse Worker Protection Act is designed to provide transparency for warehouse and logistic workers when they agree to a pay scale based on a quota or production goal. HB 88 is also designed to provide protections for workers against counterproductive methods employers miss the mark on, to speed up production and save on costs.

With over 90 [percent] of food coming from outside Alaska, these workers are the lifeline to keep the state operational. Warehouse and logistic workers face many challenges in the workplace, HB 88 will allow workers to focus on delivering goods and maintaining a healthy supply chain while also ensuring they are able to work in a safe environment where employers don't encourage speed over safety.

[1:35:07 PM](#)

MR. MCKEE noted two changes in the bill:

- Section 23.10.700, page 1, line 9: changed work conditions from 100 to 200 employees.
- Section 23.10.725, page 3, line 4: after "center" the words "who is subject to a quota" were added.

[1:35:48 PM](#)

SENATOR GRAY-JACKSON repeated a question that was asked in the House Judiciary Standing Committee on January 31, 2024. She asked how many warehouses in Alaska would be affected by HB 88.

[1:36:08 PM](#)

MR. MCKEE answered zero.

[1:36:20 PM](#)

SENATOR DUNBAR recalled working at a cannery in his youth. He said the crew worked 15-hour days, seven days a week and he said there were a set number of mandated breaks. He asked whether HB

88 provided for supplemental breaks or if the warehouses addressed by the bill were exempt from those mandated breaks.

[1:37:18 PM](#)

MR. MCKEE answered that HB 88 is directed at employers that want to increase production in the same amount of work time. HB 88 would establish parameters to ensure employee safety in the event that employers speed up the pace of production.

[1:38:27 PM](#)

PATRICK FITZGERALD, Political Coordinator, Teamsters Local 959, Anchorage, Alaska, said House Bill 88 would add to the statute two protections for warehouse and logistics workers and prevent predatory practices in the future. First, HB 88 will provide transparency for quota-based pay positions in warehouses by allowing the employee access to quota rate from the start of their employment and any changes that are made as the employee progresses. This will allow workers to be fully aware of the expectations set by their employers and how to best meet those goals.

MR. FITZGERALD said HB 88 also creates a mechanism for employees to request the work speed data that their employer is using to track their progress and speed. Employees having access to this data will bring solutions to a work environment that has had problems with retention because of quota based operations.

MR. FITZGERALD said HB 88 would provide protections that have been proven to reduce workplace accidents in quota-based jobs such as allowing for time for restroom breaks and reasonable workloads to prevent high turnover rate.

MR. FITZGERALD said the idea of HB 88 is to protect workers who maintain and operate warehouses that store 95 percent of the food that comes into Alaska, conducts logistics for all construction materials that come into the state to build our future, and work to ensure those in rural parts of the state are able to stay connected to a strong consistent supply chain of food, medicine and all other goods. He urged the committee to protect the warehouse workers of Alaska and pass HB 88.

[1:41:06 PM](#)

MR. MCKEE expressed appreciation to the committee for hearing HB 88.

[1:41:16 PM](#)

CHAIR BJORKMAN held HB 88 in committee.

1:41:57 PM

There being no further business to come before the committee, Chair Bjorkman adjourned the Senate Labor and Commerce Standing Committee meeting at 1:41 p.m.