

CS FOR HOUSE BILL NO. 193(L&C)

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTY-FOURTH LEGISLATURE - SECOND SESSION

BY THE HOUSE LABOR AND COMMERCE COMMITTEE

Offered: 5/7/25

Referred: Finance

Sponsor(s): REPRESENTATIVES HALL, Fields, Carrick, Eischeid, Himschoot, Hannan, Story

A BILL

FOR AN ACT ENTITLED

1 "An Act establishing a paid parental leave program; relating to special employer
2 contributions; relating to the employment assistance and training program account;
3 relating to unemployment benefits; relating to the collection of child support
4 obligations; and relating to the duties of the Department of Labor and Workforce
5 Development."

6 **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

7 * **Section 1.** AS 23.10 is amended by adding new sections to read:

8 **Article 9. Alaska Paid Parental Leave Program.**

9 **Sec. 23.10.700. Paid parental leave program.** The department shall
10 administer the paid parental leave program established under AS 23.10.700 -
11 23.10.795.

12 **Sec. 23.10.705. Parental leave fund account.** The parental leave fund account
13 is established in the general fund. The commissioner of administration shall separately

1 account for money collected under AS 23.10.710 and AS 23.20.290(g) that the
 2 department deposits in the general fund. The legislature may appropriate the annual
 3 estimated balance in the account to the department to implement AS 23.10.700 -
 4 23.10.795. The legislature may appropriate the lapsing balance of the account to the
 5 unemployment compensation fund under AS 23.20.130.

6 **Sec. 23.10.710. Special employee contribution for paid parental leave**
 7 **program.** (a) In the manner provided in AS 23.20 and for the benefit of the paid
 8 parental leave program, the department shall collect from each employee an amount
 9 equal to .15 percent of the wages, as set out in AS 23.20.175, on which the employee
 10 is required to make contributions under AS 23.20.290(d). The department shall remit
 11 money collected under this subsection in accordance with AS 37.10.050.

12 (b) Notwithstanding AS 23.20.290(d), the department shall credit each
 13 employee with an amount equal to the amount collected from the employee under (a)
 14 of this section against unemployment contributions owed by the employee under
 15 AS 23.20.

16 (c) The department shall assess and collect, under AS 23.20.185 - 23.20.275,
 17 interest and penalties for delinquent reports and payments due under this section.
 18 Interest and penalties collected shall be handled in accordance with AS 23.20.130(d).

19 **Sec. 23.10.715. Qualifying purpose.** An eligible employee may use paid
 20 parental leave when the employee needs to be absent from work to

21 (1) care for a child within 12 months of the

22 (A) anticipated birth of that child to, adoption of that child by,
 23 or placement of that child with the eligible employee; or

24 (B) appointment of the eligible employee as the legal guardian
 25 of that child; or

26 (2) complete an adoption, legal guardianship, or foster placement
 27 process of a child before the child is adopted by or placed with the employee.

28 **Sec. 23.10.720. Paid parental leave claim.** (a) The department shall establish
 29 by regulation procedures for filing a claim for paid parental leave under AS 23.10.700
 30 - 23.10.795, including a procedure for certifying that the leave is for a qualifying
 31 purpose under AS 23.10.715.

1 (b) An employee may file a claim with the department for paid parental leave
 2 not more than 60 days before the anticipated start date of the qualifying absence from
 3 work nor more than 90 days after the date on which the qualifying absence from work
 4 began. The department may waive the 90-day filing deadline for good cause. The
 5 department may process a claim without the eligible employee providing exact dates
 6 of an anticipated qualifying absence from work. The department may adjust claim data
 7 through a claim modification process established by the department.

8 (c) The department may accept any of the following as sufficient evidence that
 9 a paid parental leave claim is for a qualifying purpose:

10 (1) the child's birth certificate;

11 (2) a document from the child's health care provider or the health care
 12 provider of the person who gave birth to the child, stating the child's date of birth;

13 (3) a document from the child's health care provider, the adoption
 14 agency involved in the adoption, or another individual approved by the department
 15 confirming the adoption or anticipated adoption and the date of the adoption or
 16 anticipated adoption;

17 (4) a document from the foster care agency involved in the child's
 18 placement, or from another individual approved by the department, confirming the
 19 placement or anticipated placement of the child for foster care;

20 (5) a form signed by the employee acknowledging paternity of the
 21 child that meets the requirements of AS 18.50.165; or

22 (6) a document from a state or tribal court confirming a petition for or
 23 decree of legal guardianship of the child.

24 **Sec. 23.10.725. Eligibility; benefit amount; duration.** (a) An employee who
 25 is paid at least \$2,500 in wages during at least two of the calendar quarters of the
 26 employee's base period is eligible to receive paid parental leave beginning the first day
 27 of absence from work for a qualifying purpose under AS 23.10.715.

28 (b) The department shall calculate an employee's base period for purposes of
 29 (a) of this section using the first four of the last five completed calendar quarters
 30 immediately preceding the first day of the employee's benefit year, except that, if an
 31 employee would not otherwise be eligible for paid parental leave because of the use of

1 a base period that does not include the most recently completed calendar quarter
2 immediately preceding the first day of the employee's benefit year, the department
3 shall calculate the employee's base period and determine the employee's eligibility
4 using the four most recently completed calendar quarters before the start of the benefit
5 year. For an individual who has been separated from employment for not more than 26
6 weeks, the department shall calculate the individual's base period using the first four
7 of the last five completed calendar quarters immediately preceding the individual's
8 separation from employment, except that, if an individual would not otherwise be
9 eligible for paid parental leave because of the use of a base period that does not
10 include the most recently completed calendar quarter, the department shall calculate
11 the individual's base period and determine the individual's eligibility using the four
12 most recently completed calendar quarters before the start of the benefit year.

13 (c) The department shall determine an eligible employee's weekly benefit in
14 the same manner as provided in AS 23.20.350(d). The department shall calculate the
15 employee's weekly benefit in accordance with AS 23.10.730 for employees using the
16 accelerated benefit option.

17 (d) The maximum number of weeks for which an eligible employee may take
18 paid parental leave, and for which paid parental leave insurance benefits are payable in
19 a benefit year, is between eight and 26 weeks, cumulative, as determined by the
20 department. The department shall determine and make public the maximum duration
21 of the parental leave benefit each year, based on fund solvency, forecasted use, and
22 actuarial studies completed under AS 23.10.780. For employees using the accelerated
23 benefit option, the department shall calculate the number of weeks an eligible
24 employee may take paid parental leave in accordance with AS 23.10.730.

25 (e) In this section, "benefit year" means a period of 52 consecutive weeks
26 beginning at 12:00 a.m. of the Sunday preceding the day that an eligible employee
27 first files a claim for paid parental leave and, thereafter, the period of 52 consecutive
28 weeks beginning at 12:00 a.m. of the Sunday preceding the day that the insured
29 worker next files the claim after the end of the eligible employee's last preceding
30 benefit year; however, for an eligible employee covered by this subsection, "benefit
31 year" also means a period of 53 weeks if the filing of a claim for paid parental leave

1 would result in overlapping any quarter of the base year of a previously filed request
2 for paid parental leave.

3 **Sec. 23.10.730. Accelerated benefit option.** An eligible employee may choose
4 to receive the paid parental leave benefit on an accelerated basis. For each week the
5 employee elects the accelerated benefit option, the employee shall receive double the
6 weekly benefit amount to which the employee is entitled. However, for each week the
7 employee chooses the accelerated benefit option, the duration of the benefit is reduced
8 by a corresponding week.

9 **Sec. 23.10.735. Coordination of benefits.** (a) Leave taken under the paid
10 parental leave program shall run concurrently with leave that also qualifies as leave
11 under 29 U.S.C. 2601 - 2654 (Family and Medical Leave Act) or AS 39.20.500 -
12 39.20.550.

13 (b) An employer may require that payments for paid parental leave under
14 AS 23.10.700 - 23.10.795 be made concurrently with, or coordinated with, payments
15 or leave provided under a short-term disability policy or a separate bank of paid time
16 off designated specifically for parental leave under a collective bargaining agreement
17 or employer policy. The employer must provide employees written notice of this
18 requirement.

19 (c) An employee may not be required to use or exhaust any accrued vacation
20 leave, sick leave, or other paid time off before or while receiving paid parental leave
21 benefits under AS 23.10.700 - 23.10.795. However, the employee may choose to use
22 accrued vacation leave, sick leave, or other paid time off while receiving paid parental
23 leave benefits under AS 23.10.700 - 23.10.795 if the total amount received does not
24 exceed the employee's average weekly earnings.

25 (d) Paid parental leave under AS 23.10.700 - 23.10.795 does not relieve an
26 employer from the obligation to comply with more generous terms included in a
27 collective bargaining agreement or employment contract.

28 **Sec. 23.10.740. Disqualification.** In addition to any other penalty that may
29 apply, an employee may be disqualified from paid parental leave benefits for up to one
30 year if the department determines the employee intentionally made a false statement or
31 misrepresentation of a material fact, or intentionally failed to report a material fact, to

1 obtain paid parental leave.

2 **Sec. 23.10.745. Appeals.** The department shall establish a process for an
3 employee to appeal a determination by the department regarding a paid parental leave
4 claim within 90 days after receiving notice of the determination.

5 **Sec. 23.10.750. Recovery of improper payments.** (a) An employee who
6 receives paid parental leave to which the employee is not entitled under AS 23.10.700
7 - 23.10.795 shall repay to the department the amount improperly paid. The department
8 shall deposit the payment in the parental leave fund account established in
9 AS 23.10.705.

10 (b) The department shall promptly prepare and send a notice of determination
11 to the employee at the employee's last address of record, stating that the employee is
12 required to repay the amount of paid parental leave received in error. If the employee
13 does not repay the amount received in error within a reasonable time set by the
14 department, the department shall deduct the amount from future paid parental leave
15 benefits owed to the employee or from the permanent fund dividend of the employee
16 under AS 43.23.140(b)(6). However, the department may waive repayment of all or a
17 portion of the amount of paid parental leave received in error if the department
18 determines that the employee has died or has acted in good faith when claiming and
19 receiving paid parental leave benefits and that requiring repayment would be unfair or
20 inequitable.

21 (c) If the employee has not repaid the paid parental leave benefit or if the
22 amount has not been deducted from future benefits or the permanent fund dividend of
23 the employee within two years after the last day of the year in which payment was
24 made, the commissioner may declare the amount uncollectible.

25 **Sec. 23.10.755. Public education and outreach campaign.** The department
26 shall conduct a public education and outreach campaign to educate employees and
27 employers about the availability of paid parental leave.

28 **Sec. 23.10.760. Employment protection; health insurance maintenance;
29 enforcement.** (a) An eligible employee who takes paid parental leave under
30 AS 23.10.700 - 23.10.795 is entitled to return to the position the employee held when
31 the leave began or to be restored to an equivalent position with equivalent seniority,

1 pay, benefits, working hours, and other terms and conditions of employment,
2 including service credits the employee was entitled to at the start of paid parental
3 leave.

4 (b) During any period of qualified paid parental leave, the employer shall
5 maintain the employee's health care benefits on the same terms as before the leave
6 began. The employee shall continue to pay the employee's share of the cost of any
7 health care benefits.

8 (c) An employer may not take or threaten any adverse employment action or
9 discriminate against the employee for applying for or using paid parental leave under
10 AS 23.10.700 - 23.10.795.

11 (d) An employer may not take any action that prevents or discourages an
12 employee from taking paid parental leave under AS 23.10.700 - 23.10.795, including
13 failing to provide timely and complete information required by the department or
14 reporting or threatening to report suspected citizenship or immigration status of the
15 employee or an employee's family member.

16 (e) An employer may not adopt or enforce a policy that allows paid parental
17 leave taken under AS 23.10.700 - 23.10.795 to be considered as an absence that could
18 result in discipline, discharge, demotion, suspension, or any other adverse action
19 against the employee.

20 (f) The department shall establish a complaint process by regulation for an
21 employee who believes the employee's employer violated this section. A complaint
22 must be filed within two years after the violation occurred or the date the employee
23 reasonably should have known about the violation, whichever is later.

24 (g) After granting the employer a reasonable opportunity for a fair hearing, or
25 after the employer acknowledges that a violation occurred, the department may
26 determine whether a violation occurred. If the department determines a violation
27 occurred, the department may order the employer to remedy the violation, which may
28 include

- 29 (1) granting the requested paid parental leave;
30 (2) providing up to two years of back pay, plus interest;
31 (3) reinstating the employee;

1 (4) paying to the complainant attorney fees allowed under the Alaska
2 Rules of Civil Procedure;

3 (5) other relief the department considers appropriate.

4 (h) After the department issues a final determination, either party may appeal
5 the determination to a court of competent jurisdiction.

6 **Sec. 23.10.765. Notice to employees.** (a) An employer shall provide written
7 notice to each employee upon hiring, and annually thereafter, of the benefits available
8 under AS 23.10.700 - 23.10.795. The notice must include

9 (1) the employee's right to paid parental leave benefits under
10 AS 23.10.700 - 23.10.795 and the terms under which the benefits may be used;

11 (2) the amount of paid parental leave available;

12 (3) the procedure for filing a claim for paid parental leave benefits;

13 (4) notice that discrimination and retaliatory personnel actions against
14 the employee for requesting, applying for, or using paid parental leave benefits is
15 prohibited; and

16 (5) notice that the employee has a right to file a complaint for a
17 violation of AS 23.10.700 - 23.10.795.

18 (b) Each employer shall display and maintain a poster in a conspicuous place
19 accessible to employees at the employer's place of business that contains the
20 information required by this section in a form approved by the department.

21 **Sec. 23.10.770. Child support interception.** (a) Notwithstanding any other
22 provision of AS 23.10.700 - 23.10.795, an individual filing a new claim for paid
23 parental leave must disclose whether child support obligations are owed by that
24 individual. If the individual discloses that child support obligations are owed and the
25 individual is determined to be eligible for paid parental leave, the department shall
26 notify the child support services agency of the Department of Revenue that the
27 individual has been determined to be eligible for paid parental leave.

28 (b) The department shall, unless the obligor and obligee agree otherwise,
29 deduct and withhold from paid parental leave compensation payable to an individual
30 who owes child support obligations

31 (1) the amount specified by the individual to the department to be

1 deducted and withheld under this subsection, if neither (2) nor (3) of this subsection is
2 applicable;

3 (2) the amount specified in an agreement submitted to the department
4 under 42 U.S.C. 654(19)(B)(i) (sec. 454(19)(B)(i), Social Security Act), by the child
5 support services agency of the Department of Revenue, unless (3) of this subsection is
6 applicable; or

7 (3) any amount required to be deducted and withheld through legal
8 process, as defined in 42 U.S.C. 662(e) (sec. 462(e), Social Security Act), properly
9 served on the department.

10 (c) The department shall pay an amount deducted and withheld under (b) of
11 this section to the child support services agency of the Department of Revenue.

12 (d) An amount deducted and withheld under (b) of this section shall for all
13 purposes be treated as if it were paid to the individual as paid parental leave and paid
14 by that individual to the child support services agency of the Department of Revenue
15 in satisfaction of the individual's child support obligations.

16 (e) This section applies only if appropriate arrangements have been made for
17 reimbursement by the child support services agency of the Department of Revenue for
18 the administrative costs incurred by the department under this section.

19 (f) In this section, "child support obligation" includes only obligations that are
20 being enforced under a plan described in 42 U.S.C. 654 (sec. 454, Social Security
21 Act), which has been approved by the United States Secretary of Health and Human
22 Services under 42 U.S.C. 651-665 (Part D of Title IV of the Social Security Act).

23 **Sec. 23.10.775. Federal income tax withholding.** (a) If the Internal Revenue
24 Service determines that paid parental leave benefits under AS 23.10.700 - 23.10.795
25 are subject to federal income tax, when an individual files a new claim for paid
26 parental leave, the department shall advise the individual that

27 (1) paid parental leave compensation benefits are subject to federal
28 income tax;

29 (2) federal requirements exist pertaining to estimated federal tax
30 payments;

31 (3) the individual may elect to have federal income tax deducted and

1 withheld from the individual's payment of paid parental leave at the amount specified
2 in 26 U.S.C. (Internal Revenue Code); and

3 (4) the individual is permitted to change a previously elected status for
4 the withholding of federal income tax.

5 (b) Amounts deducted for federal income taxes and withheld from paid
6 parental leave shall remain in the parental leave fund account established in
7 AS 23.10.705 until transferred to the federal Internal Revenue Service as payment of
8 federal income tax.

9 (c) The department shall comply with legal requirements of the federal
10 Department of Labor and the Internal Revenue Service regarding the deduction and
11 withholding of federal income tax.

12 **Sec. 23.10.780. Actuarial studies.** Every two years, the commissioner shall
13 submit to the governor an actuarial study of the benefit structures established under
14 AS 23.10.700 - 23.10.795.

15 **Sec. 23.10.795. Definitions.** In AS 23.10.700 - 23.10.795,

16 (1) "employee" means a person in the service of an employer;

17 (2) "employer" has the meaning given in AS 23.20.520;

18 (3) "employment" has the meanings given in AS 23.20.525 and
19 23.20.526.

20 * **Sec. 2.** AS 23.15.625 is amended to read:

21 **Sec. 23.15.625. Employment assistance and training program account.** The
22 employment assistance and training program account is established in the general
23 fund. The commissioner of administration shall separately account for money
24 collected under AS 23.15.630 and AS 23.20.290 that the department deposits in the
25 general fund. The annual estimated balance in the account may be appropriated by the
26 legislature to the department to implement AS 23.15.620 - 23.15.660. The legislature
27 may appropriate the lapsing balance of the account to the unemployment
28 compensation fund established in AS 23.20.130.

29 * **Sec. 3.** AS 23.20.290(c) is amended to read:

30 (c) The rate of contributions for each employer is a percentage of the average
31 benefit cost rate multiplied by the employer's experience factor set out in column C of

1 the table in this subsection opposite the employer's applicable rate class set out in
 2 column A plus the fund solvency adjustment surcharge required under (f) of this
 3 section. That percentage is 76 percent beginning January 1, 2009, and 73 percent
 4 beginning January 1, 2010. However, **except as provided in (h) and (i) of this**
 5 **section**, the rate of contributions for an employer may not be less than one percent or
 6 more than six and one-half percent. The rate of contributions for an employer in rate
 7 class 21 may not be less than 5.4 percent. The rate of contributions for an employer
 8 must be rounded to the nearest 1/100th of one percent.

9	COLUMN B		COLUMN C	
10	COLUMN A	Cumulative		Experience
11	Rate Class	Ratable Payroll		Factor
12		at least	but less than	
13		(percent)	(percent)	
14	1		5	.40
15	2	5	10	.45
16	3	10	15	.50
17	4	15	20	.55
18	5	20	25	.60
19	6	25	30	.65
20	7	30	35	.70
21	8	35	40	.80
22	9	40	45	.90
23	10	45	50	1.00
24	11	50	55	1.00
25	12	55	60	1.10
26	13	60	65	1.20
27	14	65	70	1.30
28	15	70	75	1.35
29	16	75	80	1.40
30	17	80	85	1.45
31	18	85	90	1.50

1	19	90	95	1.55
2	20	95	99.99	1.60
3	21	99.99		1.65.

4 * **Sec. 4.** AS 23.20.290 is amended by adding new subsections to read:

5 (g) The department may implement special employer contributions if the
6 department determines that implementing special employer contributions is consistent
7 with maintaining fund solvency. If the department implements special employer
8 contributions it shall, in the manner provided in this chapter, collect from each
9 employer

10 (1) an amount equal to .20 percent of the wages, as set out in
11 AS 23.20.175, on which the employer is required to make contributions under (c) of
12 this section and remit the money collected under this paragraph to the parental leave
13 fund account established under AS 23.10.705; and

14 (2) an amount equal to .10 percent of the wages, as set out in
15 AS 23.20.175, on which the employer is required to make contributions under (c) of
16 this section and remit the money collected under this paragraph to the employment
17 assistance and training program account established under AS 23.15.625.

18 (h) Notwithstanding (c) of this section, the department shall reduce the
19 contributions owed by an employer under this chapter by an amount equal to the
20 amount collected under (g) of this section.

21 (i) After implementing the special employer contributions described in (g) of
22 this section, the department may reduce the employer contribution to a rate of not less
23 than .50 percent if the department determines that reducing the rate is consistent with
24 maintaining fund solvency.

25 * **Sec. 5.** AS 23.20.350(d) is amended to read:

26 (d) An individual who is eligible under (a) of this section is entitled to receive
27 the weekly benefit amount set out in column (B) of the table in this subsection that is
28 opposite the amount set out in column (A) of the individual's base period wages
29 determined under (c) of this section:

30	(A)	(B)
31	Base Period Wages	Weekly Benefit

1			Amount
2	At least	But less than	
3	0	2,500	\$ 0
4	2,500	2,750	56
5	2,750	3,000	58
6	3,000	3,250	60
7	3,250	3,500	62
8	3,500	3,750	64
9	3,750	4,000	66
10	4,000	4,250	68
11	4,250	4,500	70
12	4,500	4,750	72
13	4,750	5,000	74
14	5,000	5,250	76
15	5,250	5,500	78
16	5,500	5,750	80
17	5,750	6,000	82
18	6,000	6,250	84
19	6,250	6,500	86
20	6,500	6,750	88
21	6,750	7,000	90
22	7,000	7,250	92
23	7,250	7,500	94
24	7,500	7,750	96
25	7,750	8,000	98
26	8,000	8,250	100
27	8,250	8,500	102
28	8,500	8,750	104
29	8,750	9,000	106
30	9,000	9,250	108
31	9,250	9,500	110

1	9,500	9,750	112
2	9,750	10,000	114
3	10,000	10,250	116
4	10,250	10,500	118
5	10,500	10,750	120
6	10,750	11,000	122
7	11,000	11,250	124
8	11,250	11,500	126
9	11,500	11,750	128
10	11,750	12,000	130
11	12,000	12,250	132
12	12,250	12,500	134
13	12,500	12,750	136
14	12,750	13,000	138
15	13,000	13,250	140
16	13,250	13,500	142
17	13,500	13,750	144
18	13,750	14,000	146
19	14,000	14,250	148
20	14,250	14,500	150
21	14,500	14,750	152
22	14,750	15,000	154
23	15,000	15,250	156
24	15,250	15,500	158
25	15,500	15,750	160
26	15,750	16,000	162
27	16,000	16,250	164
28	16,250	16,500	166
29	16,500	16,750	168
30	16,750	17,000	170
31	17,000	17,250	172

1	17,250	17,500	174
2	17,500	17,750	176
3	17,750	18,000	178
4	18,000	18,250	180
5	18,250	18,500	182
6	18,500	18,750	184
7	18,750	19,000	186
8	19,000	19,250	188
9	19,250	19,500	190
10	19,500	19,750	192
11	19,750	20,000	194
12	20,000	20,250	196
13	20,250	20,500	198
14	20,500	20,750	200
15	20,750	21,000	202
16	21,000	21,250	204
17	21,250	21,500	<u>207</u> [206]
18	21,500	21,750	<u>209</u> [208]
19	21,750	22,000	<u>212</u> [210]
20	22,000	22,250	<u>214</u> [212]
21	22,250	22,500	<u>216</u> [214]
22	22,500	22,750	<u>219</u> [216]
23	22,750	23,000	<u>221</u> [218]
24	23,000	23,250	<u>224</u> [220]
25	23,250	23,500	<u>226</u> [222]
26	23,500	23,750	<u>228</u> [224]
27	23,750	24,000	<u>231</u> [226]
28	24,000	24,250	<u>233</u> [228]
29	24,250	24,500	<u>236</u> [230]
30	24,500	24,750	<u>238</u> [232]
31	24,750	25,000	<u>240</u> [234]

1	25,000	25,250	<u>243</u> [236]
2	25,250	25,500	<u>245</u> [238]
3	25,500	25,750	<u>248</u> [240]
4	25,750	26,000	<u>250</u> [242]
5	26,000	26,250	<u>252</u> [244]
6	26,250	26,500	<u>255</u> [246]
7	26,500	26,750	<u>257</u> [248]
8	26,750	27,000	<u>260</u> [250]
9	27,000	27,250	<u>262</u> [252]
10	27,250	27,500	<u>264</u> [254]
11	27,500	27,750	<u>267</u> [256]
12	27,750	28,000	<u>269</u> [258]
13	28,000	28,250	<u>272</u> [260]
14	28,250	28,500	<u>274</u> [262]
15	28,500	28,750	<u>276</u> [264]
16	28,750	29,000	<u>279</u> [266]
17	29,000	29,250	<u>281</u> [268]
18	29,250	29,500	<u>284</u> [270]
19	29,500	29,750	<u>286</u> [272]
20	29,750	30,000	<u>288</u> [274]
21	30,000	30,250	<u>291</u> [276]
22	30,250	30,500	<u>293</u> [278]
23	30,500	30,750	<u>296</u> [280]
24	30,750	31,000	<u>298</u> [282]
25	31,000	31,250	<u>300</u> [284]
26	31,250	31,500	<u>303</u> [286]
27	31,500	31,750	<u>305</u> [288]
28	31,750	32,000	<u>308</u> [290]
29	32,000	32,250	<u>310</u> [292]
30	32,250	32,500	<u>313</u> [294]
31	32,500	32,750	<u>315</u> [296]

1	32,750	33,000	<u>317</u> [298]
2	33,000	33,250	<u>320</u> [300]
3	33,250	33,500	<u>322</u> [302]
4	33,500	33,750	<u>325</u> [304]
5	33,750	34,000	<u>327</u> [306]
6	34,000	34,250	<u>329</u> [308]
7	34,250	34,500	<u>332</u> [310]
8	34,500	34,750	<u>334</u> [312]
9	34,750	35,000	<u>337</u> [314]
10	35,000	35,250	<u>339</u> [316]
11	35,250	35,500	<u>341</u> [318]
12	35,500	35,750	<u>344</u> [320]
13	35,750	36,000	<u>346</u> [322]
14	36,000	36,250	<u>349</u> [324]
15	36,250	36,500	<u>351</u> [326]
16	36,500	36,750	<u>353</u> [328]
17	36,750	37,000	<u>356</u> [330]
18	37,000	37,250	<u>358</u> [332]
19	37,250	37,500	<u>361</u> [334]
20	37,500	37,750	<u>363</u> [336]
21	37,750	38,000	<u>365</u> [338]
22	38,000	38,250	<u>368</u> [340]
23	38,250	38,500	<u>370</u> [342]
24	38,500	38,750	<u>373</u> [344]
25	38,750	39,000	<u>375</u> [346]
26	39,000	39,250	<u>377</u> [348]
27	39,250	39,500	<u>380</u> [350]
28	39,500	39,750	<u>382</u> [352]
29	39,750	40,000	<u>385</u> [354]
30	40,000	40,250	<u>387</u> [356]
31	40,250	40,500	<u>389</u> [358]

1	40,500	40,750	<u>392</u> [360]
2	40,750	41,000	<u>394</u> [362]
3	41,000	41,250	<u>397</u> [364]
4	41,250	41,500	<u>399</u> [366]
5	41,500	41,750	<u>401</u> [368]
6	41,750	42,000	<u>404</u> [370]
7	42,000	<u>42,250</u>	<u>406</u>
8	<u>42,250</u>	<u>42,500</u>	<u>409</u>
9	<u>42,500</u>	<u>42,750</u>	<u>411</u>
10	<u>42,750</u>	<u>43,000</u>	<u>413</u>
11	<u>43,000</u>	<u>43,250</u>	<u>416</u>
12	<u>43,250</u>	<u>43,500</u>	<u>418</u>
13	<u>43,500</u>	<u>43,750</u>	<u>421</u>
14	<u>43,750</u>	<u>44,000</u>	<u>423</u>
15	<u>44,000</u>	<u>44,250</u>	<u>425</u>
16	<u>44,250</u>	<u>44,500</u>	<u>428</u>
17	<u>44,500</u>	<u>44,750</u>	<u>430</u>
18	<u>44,750</u>	<u>45,000</u>	<u>433</u>
19	<u>45,000</u>	<u>45,250</u>	<u>435</u>
20	<u>45,250</u>	<u>45,500</u>	<u>438</u>
21	<u>45,500</u>	<u>45,750</u>	<u>440</u>
22	<u>45,750</u>	<u>46,000</u>	<u>442</u>
23	<u>46,000</u>	<u>46,250</u>	<u>445</u>
24	<u>46,250</u>	<u>46,500</u>	<u>447</u>
25	<u>46,500</u>	<u>46,750</u>	<u>450</u>
26	<u>46,750</u>	<u>47,000</u>	<u>452</u>
27	<u>47,000</u>	<u>47,250</u>	<u>454</u>
28	<u>47,250</u>	<u>47,500</u>	<u>457</u>
29	<u>47,500</u>	<u>47,750</u>	<u>459</u>
30	<u>47,750</u>	<u>48,000</u>	<u>462</u>
31	<u>48,000</u>	<u>48,250</u>	<u>464</u>

1	<u>48,250</u>	<u>48,500</u>	<u>466</u>
2	<u>48,500</u>	<u>48,750</u>	<u>469</u>
3	<u>48,750</u>	<u>49,000</u>	<u>471</u>
4	<u>49,000</u>	<u>49,250</u>	<u>474</u>
5	<u>49,250</u>	<u>49,500</u>	<u>476</u>
6	<u>49,500</u>	<u>49,750</u>	<u>478</u>
7	<u>49,750</u>	<u>50,000</u>	<u>481</u>
8	<u>50,000</u>	<u>50,250</u>	<u>483</u>
9	<u>50,250</u>	<u>50,500</u>	<u>486</u>
10	<u>50,500</u>	<u>50,750</u>	<u>488</u>
11	<u>50,750</u>	<u>51,000</u>	<u>490</u>
12	<u>51,000</u>	<u>51,250</u>	<u>493</u>
13	<u>51,250</u>	<u>51,500</u>	<u>495</u>
14	<u>51,500</u>	<u>51,750</u>	<u>498</u>
15	<u>51,750</u>	<u>52,000</u>	<u>500</u>
16	<u>52,000</u>	<u>52,250</u>	<u>502</u>
17	<u>52,250</u>	<u>52,500</u>	<u>505</u>
18	<u>52,500</u>	<u>52,750</u>	<u>507</u>
19	<u>52,750</u>	<u>53,000</u>	<u>510</u>
20	<u>53,000</u>	<u>53,250</u>	<u>512</u>
21	<u>53,250</u>	<u>53,500</u>	<u>514</u>
22	<u>53,500</u>	<u>53,750</u>	<u>517</u>
23	<u>53,750</u>	<u>54,000</u>	<u>519</u>
24	<u>54,000</u>	<u>54,250</u>	<u>522</u>
25	<u>54,250</u>	<u>54,500</u>	<u>524</u>
26	<u>54,500</u>	<u>54,750</u>	<u>526</u>
27	<u>54,750</u>	<u>55,000</u>	<u>529</u>
28	<u>55,000</u>	<u>55,250</u>	<u>531</u>
29	<u>55,250</u>	<u>55,500</u>	<u>534</u>
30	<u>55,500</u>	<u>55,750</u>	<u>536</u>
31	<u>55,750</u>	<u>56,000</u>	<u>538</u>

1	<u>56,000</u>	<u>56,250</u>	<u>541</u>
2	<u>56,250</u>	<u>56,500</u>	<u>543</u>
3	<u>56,500</u>	<u>56,750</u>	<u>546</u>
4	<u>56,750</u>	<u>57,000</u>	<u>548</u>
5	<u>57,000</u>	<u>57,250</u>	<u>550</u>
6	<u>57,250</u>	<u>57,500</u>	<u>553</u>
7	<u>57,500</u>	<u>57,750</u>	<u>555</u>
8	<u>57,750</u>	<u>58,000</u>	<u>558</u>
9	<u>58,000</u>	<u>58,250</u>	<u>560</u>
10	<u>58,250</u>	<u>58,500</u>	<u>563</u>
11	<u>58,500</u>	<u>58,750</u>	<u>565</u>
12	<u>58,750</u>	<u>59,000</u>	<u>567</u>
13	<u>59,000</u>	<u>59,250</u>	<u>570</u>
14	<u>59,250</u>	<u>59,500</u>	<u>572</u>
15	<u>59,500</u>	<u>59,750</u>	<u>575</u>
16	<u>59,750</u>	<u>60,000</u>	<u>577</u>
17	<u>60,000</u>	<u>60,250</u>	<u>579</u>
18	<u>60,250</u>	<u>60,500</u>	<u>582</u>
19	<u>60,500</u>	<u>60,750</u>	<u>584</u>
20	<u>60,750</u>	<u>61,000</u>	<u>587</u>
21	<u>61,000</u>	<u>61,250</u>	<u>589</u>
22	<u>61,250</u>	<u>61,500</u>	<u>591</u>
23	<u>61,500</u>	<u>61,750</u>	<u>594</u>
24	<u>61,750</u>	<u>62,000</u>	<u>596</u>
25	<u>62,000</u>	<u>62,250</u>	<u>599</u>
26	<u>62,250</u>	<u>62,500</u>	<u>601</u>
27	<u>62,500</u>	<u>62,750</u>	<u>603</u>
28	<u>62,750</u>	<u>63,000</u>	<u>606</u>
29	<u>63,000</u>	<u>63,250</u>	<u>608</u>
30	<u>63,250</u>	<u>63,500</u>	<u>611</u>
31	<u>63,500</u>	<u>63,750</u>	<u>613</u>

1	<u>63,750</u>	<u>64,000</u>	<u>615</u>
2	<u>64,000</u>	<u>64,250</u>	<u>618</u>
3	<u>64,250</u>	<u>64,500</u>	<u>620</u>
4	<u>64,500</u>	<u>64,750</u>	<u>623</u>
5	<u>64,750</u>	<u>65,000</u>	<u>625</u>
6	<u>65,000</u>	<u>65,250</u>	<u>627</u>
7	<u>65,250</u>	<u>65,500</u>	<u>630</u>
8	<u>65,500</u>	<u>65,750</u>	<u>632</u>
9	<u>65,750</u>	<u>66,000</u>	<u>635</u>
10	<u>66,000</u>	<u>66,250</u>	<u>637</u>
11	<u>66,250</u>	<u>66,500</u>	<u>639</u>
12	<u>66,500</u>	<u>66,750</u>	<u>642</u>
13	<u>66,750</u>	<u>67,000</u>	<u>644</u>
14	<u>67,000</u>	<u>67,250</u>	<u>647</u>
15	<u>67,250</u>	<u>67,500</u>	<u>649</u>
16	<u>67,500</u>	<u>67,750</u>	<u>651</u>
17	<u>67,750</u>	<u>68,000</u>	<u>654</u>
18	<u>68,000</u>	<u>68,250</u>	<u>656</u>
19	<u>68,250</u>	<u>68,500</u>	<u>659</u>
20	<u>68,500</u>	<u>68,750</u>	<u>661</u>
21	<u>68,750</u>	<u>69,000</u>	<u>663</u>
22	<u>69,000</u>	<u>69,250</u>	<u>666</u>
23	<u>69,250</u>	<u>69,500</u>	<u>668</u>
24	<u>69,500</u>	<u>69,750</u>	<u>671</u>
25	<u>69,750</u>	<u>70,000</u>	<u>673</u>
26	<u>70,000</u>	<u>70,250</u>	<u>675</u>
27	<u>70,250</u>	<u>70,500</u>	<u>678</u>
28	<u>70,500</u>	<u>70,750</u>	<u>680</u>
29	<u>70,750</u>	<u>71,000</u>	<u>683</u>
30	<u>71,000</u>	<u>71,250</u>	<u>685</u>
31	<u>71,250</u>	<u>71,500</u>	<u>688</u>

1	<u>71,500</u>	<u>71,750</u>	<u>690</u>
2	<u>71,750</u>	<u>72,000</u>	<u>692</u>
3	<u>72,000</u>	<u>72,250</u>	<u>695</u>
4	<u>72,250</u>	<u>72,500</u>	<u>697</u>
5	<u>72,500</u>	<u>72,750</u>	<u>700</u>
6	<u>72,750</u>	<u>73,000</u>	<u>702</u>
7	<u>73,000</u>	<u>73,250</u>	<u>704</u>
8	<u>73,250</u>	<u>73,500</u>	<u>707</u>
9	<u>73,500</u>	<u>73,750</u>	<u>709</u>
10	<u>73,750</u>	<u>74,000</u>	<u>712</u>
11	<u>74,000</u>	<u>74,250</u>	<u>714</u>
12	<u>74,250</u>	<u>74,500</u>	<u>716</u>
13	<u>74,500</u>	<u>74,750</u>	<u>719</u>
14	<u>74,750</u>	<u>75,000</u>	<u>721</u>
15	<u>75,000</u>	<u>75,250</u>	<u>724</u>
16	<u>75,250</u>	<u>75,500</u>	<u>726</u>
17	<u>75,500</u>	<u>75,750</u>	<u>728</u>
18	<u>75,750</u>	<u>76,000</u>	<u>731</u>
19	<u>76,000</u>	<u>76,250</u>	<u>733</u>
20	<u>76,250</u>	<u>76,500</u>	<u>736</u>
21	<u>76,500</u>	<u>76,750</u>	<u>738</u>
22	<u>76,750</u>	<u>77,000</u>	<u>740</u>
23	<u>77,000</u>	<u>77,250</u>	<u>743</u>
24	<u>77,250</u>	<u>77,500</u>	<u>745</u>
25	<u>77,500</u>	<u>77,750</u>	<u>748</u>
26	<u>77,750</u>	<u>78,000</u>	<u>750</u>
27	<u>78,000</u>	<u>78,250</u>	<u>752</u>
28	<u>78,250</u>	<u>78,500</u>	<u>755</u>
29	<u>78,500</u>	<u>78,750</u>	<u>757</u>
30	<u>78,750</u>	<u>79,000</u>	<u>760</u>
31	<u>79,000</u>	<u>79,250</u>	<u>762</u>

1	<u>79,250</u>	<u>79,500</u>	<u>764</u>
2	<u>79,500</u>	<u>79,750</u>	<u>767</u>
3	<u>79,750</u>	<u>80,000</u>	<u>769</u>
4	<u>80,000</u>	<u>80,250</u>	<u>772</u>
5	<u>80,250</u>	<u>80,500</u>	<u>774</u>
6	<u>80,500</u>	<u>80,750</u>	<u>776</u>
7	<u>80,750</u>	<u>81,000</u>	<u>779</u>
8	<u>81,000</u>	<u>81,250</u>	<u>781</u>
9	<u>81,250</u>	<u>81,500</u>	<u>784</u>
10	<u>81,500</u>	<u>81,750</u>	<u>786</u>
11	<u>81,750</u>	<u>82,000</u>	<u>788</u>
12	<u>82,000</u>	<u>82,250</u>	<u>791</u>
13	<u>82,250</u>	<u>82,500</u>	<u>793</u>
14	<u>82,500</u>	<u>82,750</u>	<u>796</u>
15	<u>82,750</u>	<u>83,000</u>	<u>798</u>
16	<u>83,000</u>	<u>83,250</u>	<u>800</u>
17	<u>83,250</u>	<u>83,500</u>	<u>803</u>
18	<u>83,500</u>	<u>83,750</u>	<u>805</u>
19	<u>83,750</u>	<u>84,000</u>	<u>808</u>
20	<u>84,000</u>	<u>84,250</u>	<u>810</u>
21	<u>84,250</u>	<u>84,500</u>	<u>813</u>
22	<u>84,500</u>	<u>84,750</u>	<u>815</u>
23	<u>84,750</u>	<u>85,000</u>	<u>817</u>
24	<u>85,000</u>		<u>817</u> [370].

* **Sec. 6.** AS 23.20.350(f) is amended to read:

(f) An individual who establishes a benefit year is eligible for an allowance for dependents in addition to the individual's weekly benefit amount. The department may require an individual claiming or receiving an allowance for dependents to produce income tax returns, birth certificates, notices of adoption or custody, social security account number of spouse, verification of support documents, or other information necessary to verify that the allowance is payable to the individual. The allowance for

1 dependents

2 (1) is \$72 [\$24] per week for each dependent, except that the total
3 allowance for dependents paid to an individual may not exceed \$216 [\$72] for each
4 week of unemployment;

5 (2) is payable beginning with the week during the benefit year in
6 which the individual claims an allowance for the dependent and is payable for the
7 remainder of the individual's eligibility for regular, extended, or supplemental
8 payments during the benefit year;

9 (3) may not be claimed for a new dependent after the end of the benefit
10 year or after the exhaustion of regular benefits in the benefit year [;

11 (4) REPEALED

12 (5) REPEALED].

13 * **Sec. 7.** AS 23.20.350 is amended by adding a new subsection to read:

14 (h) On January 1 of each year, the department shall increase the maximum
15 base period wages in (d) of this section and the allowance for eligible dependents
16 under (f) of this section by a percentage equal to the average percentage of increase
17 over the first three of the preceding four calendar years in all items of the Consumer
18 Price Index for all urban consumers for urban Alaska prepared by the United States
19 Department of Labor, Bureau of Labor Statistics, and calculate new weekly benefit
20 amounts accordingly. The new base period wage amount shall be rounded to the
21 nearest \$250. The department may not decrease the base period wage amount or the
22 allowance for eligible dependents.

23 * **Sec. 8.** AS 25.27.020(a) is amended to read:

24 (a) The agency shall

25 (1) seek enforcement of child support orders of the state in other
26 jurisdictions and shall obtain, enforce, and administer the orders in this state;

27 (2) adopt regulations to carry out the purposes of this chapter and
28 AS 25.25, including regulations that establish

29 (A) procedures for hearings conducted under AS 25.27.170 and
30 for administrative enforcement of support orders;

31 (B) subject to AS 25.27.025 and to federal law, a uniform rate

1 of interest on arrearages of support that shall be charged the obligor upon
 2 notice if child support payments are 10 or more days overdue or if payment is
 3 made by a check backed by insufficient funds; however, an obligor may not be
 4 charged interest on late payment of a child support obligation, other than a
 5 payment on arrearages, if the obligor is

6 (i) employed and income is being withheld from the
 7 obligor's wages under an income withholding order;

8 (ii) receiving unemployment compensation and child
 9 support obligations are being withheld from the obligor's
 10 unemployment payments under AS 23.20.401; [OR]

11 (iii) receiving compensation for disabilities under
 12 AS 23.30 and child support obligations are being withheld from the
 13 obligor's compensation payments; or

14 **(iv) receiving paid parental leave under**
 15 **AS 23.10.770 and child support obligations are being withheld**
 16 **from the obligor's compensation payments;**

17 (C) procedures for establishing and disestablishing paternity
 18 under AS 25.27.165 and 25.27.166, including procedures for hearings; and

19 (D) procedures under which the agency shall enter into
 20 contracts or agreements with financial institutions, including brokerage houses,
 21 insurance companies, and other companies providing individual investment,
 22 transaction, or deposit accounts, doing business in the state to develop and
 23 operate an automated data match system as required by 42 U.S.C. 666(a)(17);
 24 the agency may pay a reasonable fee to a financial institution for conducting a
 25 data match under a contract or agreement under this subparagraph; the fee may
 26 not exceed the actual costs incurred by the financial institution for conducting
 27 the data match;

28 (3) administer and enforce AS 25.25 (Uniform Interstate Family
 29 Support Act);

30 (4) establish, enforce, and administer child support obligations
 31 administratively under this chapter;

1 (5) administer the state plan required under 42 U.S.C. 651 - 669 (Title
2 IV-D, Social Security Act) as amended;

3 (6) disburse support payments collected by the agency to the obligee,
4 together with interest charged under (2)(B) of this subsection;

5 (7) establish and enforce administratively under this chapter, or
6 through the superior courts of the state, child support orders from other jurisdictions
7 pertaining to obligors within the state;

8 (8) enforce and administer spousal support orders if a spousal support
9 obligation has been established with respect to the spouse and if the support obligation
10 established with respect to the child of that spouse is also being administered;

11 (9) obtain a medical support order that meets the requirements of
12 AS 25.27.060(c) and 25.27.063;

13 (10) act on behalf of the Department of Health in the enforcement of
14 AS 47.07.025(b);

15 (11) establish or disestablish, administratively under AS 25.27.165 -
16 25.27.166 or through court action, the paternity of a child;

17 (12) promptly provide to the Bureau of Vital Statistics, in a format
18 approved by the bureau, any final agency decision administratively establishing or
19 disestablishing the paternity of a child born in this state; and

20 (13) act as the central registry for all child support orders and exchange
21 information as required by federal law.

22 * **Sec. 9.** AS 37.05.146(c) is amended by adding a new paragraph to read:

23 (88) parental leave fund account (AS 23.10.705).

24 * **Sec. 10.** The uncodified law of the State of Alaska is amended by adding a new section to
25 read:

26 COMMENCEMENT OF PAID PARENTAL LEAVE. Eligible employees may
27 receive paid parental leave beginning January 1, 2027, for qualifying purposes that occur on
28 or after January 1, 2027.

29 * **Sec. 11.** The uncodified law of the State of Alaska is amended by adding a new section to
30 read:

31 TRANSITION: ACTUARIAL STUDIES. The commissioner of labor and workforce

- 1 development shall submit to the governor the first actuarial study required by AS 23.10.780,
- 2 enacted by sec. 1 of this Act, on December 1, 2026.