

**ALASKA STATE LEGISLATURE
HOUSE JUDICIARY STANDING COMMITTEE**

April 30, 2025

1:04 p.m.

MEMBERS PRESENT

Representative Andrew Gray, Chair
Representative Chuck Kopp, Vice Chair
Representative Ted Eischeid
Representative Genevieve Mina
Representative Sarah Vance
Representative Jubilee Underwood

MEMBERS ABSENT

Representative Mia Costello

COMMITTEE CALENDAR

HOUSE BILL NO. 156

"An Act relating to disclosure of information regarding employee compensation by employers, employees, and applicants for employment."

- MOVED HB 156 OUT OF COMMITTEE

HOUSE BILL NO. 97

"An Act relating to theft; relating to organized retail theft; relating to property crimes; relating to aggravating factors at sentencing; establishing a statewide marketplace facilitator sales tax; and establishing the organized retail theft fund in the general fund."

- MOVED CSHB 97(JUD) OUT OF COMMITTEE

PREVIOUS COMMITTEE ACTION

BILL: HB 156

SHORT TITLE: DISCLOSURE OF WAGE INFORMATION

SPONSOR(S): REPRESENTATIVE(S) MINA

03/26/25	(H)	READ THE FIRST TIME - REFERRALS
03/26/25	(H)	JUD, L&C
04/14/25	(H)	JUD AT 1:00 PM GRUENBERG 120
04/14/25	(H)	-- MEETING CANCELED --
04/16/25	(H)	JUD AT 1:00 PM GRUENBERG 120

04/16/25 (H) Heard & Held
 04/16/25 (H) MINUTE(JUD)
 04/18/25 (H) JUD AT 1:00 PM GRUENBERG 120
 04/18/25 (H) -- MEETING CANCELED --
 04/25/25 (H) JUD AT 1:00 PM GRUENBERG 120
 04/25/25 (H) Scheduled but Not Heard
 04/30/25 (H) JUD AT 1:00 PM GRUENBERG 120

BILL: HB 97

SHORT TITLE: ORG. RETAIL THEFT/FUND;MKTPLACE SALES TAX
 SPONSOR(S): REPRESENTATIVE(S) FIELDS

02/12/25 (H) READ THE FIRST TIME - REFERRALS
 02/12/25 (H) JUD, FIN
 02/26/25 (H) JUD AT 1:00 PM GRUENBERG 120
 02/26/25 (H) Heard & Held
 02/26/25 (H) MINUTE(JUD)
 03/05/25 (H) JUD AT 1:00 PM GRUENBERG 120
 03/05/25 (H) Heard & Held
 03/05/25 (H) MINUTE(JUD)
 03/17/25 (H) JUD AT 1:00 PM GRUENBERG 120
 03/17/25 (H) <Bill Hearing Canceled>
 03/26/25 (H) JUD AT 1:00 PM GRUENBERG 120
 03/26/25 (H) Heard & Held
 03/26/25 (H) MINUTE(JUD)
 04/02/25 (H) JUD AT 1:00 PM GRUENBERG 120
 04/02/25 (H) Heard & Held
 04/02/25 (H) MINUTE(JUD)
 04/14/25 (H) JUD AT 1:00 PM GRUENBERG 120
 04/14/25 (H) -- MEETING CANCELED --
 04/16/25 (H) JUD AT 1:00 PM GRUENBERG 120
 04/16/25 (H) Heard & Held
 04/16/25 (H) MINUTE(JUD)
 04/30/25 (H) JUD AT 1:00 PM GRUENBERG 120

WITNESS REGISTER

NATE GRAHAM, Staff
 Representative Andrew Gray
 Alaska State Legislature
 Juneau, Alaska

POSITION STATEMENT: Gave a summary of changes in CSHB 97,
 Version O, on behalf of Representative Gray.

JOHN SKIDMORE, Deputy Attorney General
 Criminal Division
 Department of Law

Juneau, Alaska

POSITION STATEMENT: Answered questions during the hearing on CSHB 97, Version O.

EVAN ANDERSON, Staff
Representative Zack Fields
Alaska State Legislature
Juneau, Alaska

POSITION STATEMENT: Gave final comment on CSHB 97, Version O, on behalf of Representative Fields, prime sponsor.

ACTION NARRATIVE

[1:04:06 PM](#)

CHAIR ANDREW GRAY called the House Judiciary Standing Committee meeting to order at 1:04 p.m. Representatives Underwood, Mina, Eischeid, Vance, and Gray were present at the call to order. Representative Kopp arrived as the meeting was in progress.

HB 156-DISCLOSURE OF WAGE INFORMATION

[1:04:45 PM](#)

CHAIR GRAY announced that the first order of business would be HOUSE BILL NO. 156, "An Act relating to disclosure of information regarding employee compensation by employers, employees, and applicants for employment."

[1:05:11 PM](#)

The committee took a brief at-ease at 1:05 p.m.

[1:05:45 PM](#)

REPRESENTATIVE MINA, as prime sponsor, gave a recap of HB 156, which aims to do two things. Firstly, the bill promotes efficiencies in Alaska's labor market by requiring wage/salary transparency in job postings and prohibiting employers from asking about salary history; secondly, it addresses issues related to wage discrimination and wage gaps by enshrining in state law the existing federal law that allows discussion about wages in the workplace.

[1:06:56 PM](#)

CHAIR GRAY opened public testimony. After ascertaining that no one wished to testify, he closed public testimony on HB 156.

[1:07:47 PM](#)

REPRESENTATIVE KOPP said as the bill progresses, he would like further clarification as to whether a potential employer is allowed to discern if their offer of employment is competitive.

REPRESENTATIVE MINA suggested directing to Legislative Legal Services the question of whether an employee could ask a potential applicant about their prior compensation to determine if the job is a competitive offer, or whether that would violate the language on page 1, line 14 through page 2, line 1.

[1:09:39 PM](#)

The committee took an at-ease from 1:09 p.m. to 1:13 p.m.

[1:13:15 PM](#)

REPRESENTATIVE KOPP moved to report HB 156 out of committee with individual recommendations and the accompanying fiscal notes. There being no objection, HB 156 was reported out of the House Judiciary Standing Committee.

[1:14:02 PM](#)

The committee took a brief at-ease at 1:14 p.m.

HB 97-ORG. RETAIL THEFT/FUND;MKTPLACE SALES TAX

[1:15:53 PM](#)

CHAIR GRAY announced that the final order of business would be HOUSE BILL NO. 97, "An Act relating to theft; relating to organized retail theft; relating to property crimes; relating to aggravating factors at sentencing; establishing a statewide marketplace facilitator sales tax; and establishing the organized retail theft fund in the general fund." [Before the committee, adopted as the working document on 3/26/25, was the proposed committee substitute (CS) for HB 97, Version 34-LS0109\T, C. Radford, 3/25/25 ("Version T").]

[1:16:19 PM](#)

REPRESENTATIVE KOPP moved to adopt the proposed committee substitute for Version T, Version 34-LS0109\O, C. Radford, 4/23/25, as the working document.

CHAIR GRAY objected for purposes of discussion.

[1:16:57 PM](#)

NATE GRAHAM, Staff, Representative Andrew Gray, Alaska State Legislature, on behalf of Representative Gray, summarized the changes from Version T to Version O from a written explanation of changes [included in the committee packet], which read as follows:

Section 1:

Adds the crime of human trafficking

Section 2:

Makes human trafficking an unclassified felony

Section 3:

Makes human trafficking in the 2nd degree a class a felony

Section 4:

Makes the new crime of human trafficking in the third degree

Section 5 - 13:

Conforming language / not changed

Section 14:

Wage theft, includes "intentionally" from Amendment 1

Section 15:

From amendment 3

Section 16:

From amendment 3

Section 17 - 19:

Not Changed / Conforming

Section 20:

Defines "adult entertainment"

Section 21 - 23:

Conforming

Section 24:
From Amendment 2

Section 25 - 26:
Conforming / Not Changed

Section 27 - 29:
From Amendment 2

Section 30 - 32
Repealed Statutes / Applicability / Effective date

CHAIR GRAY removed his objection. There being no further objection, Version 0 was before the committee.

[1:22:39 PM](#)

The committee took a brief at-ease at 1:22 p.m.

[1:23:18 PM](#)

CHAIR GRAY sought questions from members of the committee.

[1:29:16 PM](#)

REPRESENTATIVE VANCE asked Mr. Skidmore to describe human trafficking under the purview of HB 97 and how the particular penalties were chosen.

JOHN SKIDMORE, Deputy Attorney General, Criminal Division, Department of Law (DOL), gave a detailed sectional analyses of the changes in Version 0, which adds the crime of human trafficking to the bill.

REPRESENTATIVE VANCE sought to confirm that Version 0 would add varying degrees of human trafficking to Alaska statutes. She asked Mr. Skidmore to explain why this is important.

MR. SKIDMORE explained that under current law, there are two levels of human trafficking; Version 0 would add a third degree. Human trafficking in the first degree targets the most egregious conduct that's performed with the use or threat of force or targeting anyone under the age of 21; Human trafficking in second degree involves conduct that's induced or caused; Human trafficking in the third degree is designed to target the

individuals assisting in human trafficking by providing other resources and services.

[1:31:47 PM](#)

REPRESENTATIVE MINA asked whether under current law, someone aiding and abetting human trafficking could be charged with a crime.

MR. SKIDMORE said prosecutors would need to evaluate whether that person was acting as an accomplice to the trafficking.

CHAIR GRAY gave an overview of the bill's evolution. He reminded the committee that HB 97 started as an organized crime bill that incorporated aspects of the governor's mail theft legislation and the addition of wage theft and human trafficking.

[1:34:15 PM](#)

EVAN ANDERSON, Staff, Representative Zack Fields, Alaska State Legislature, on behalf of Representative Fields, prime sponsor, said the bill sponsor is appreciative of the changes and looks forward to further progress.

REPRESENTATIVE VANCE asked whether the bill sponsor supports the addition of human trafficking.

MR. ANDERSON answered yes.

REPRESENTATIVE VANCE shared her understanding that its an important issue that aligns with Representative Fields's priorities.

CHAIR GRAY opined that human trafficking is the most extreme form of wage theft.

[1:36:01 PM](#)

The committee took a brief at-ease at 1:36 p.m.

[1:36:15 PM](#)

CHAIR GRAY gave final comment on the bill. He said his office was most involved in adding the crime of wage theft to the bill. Wage theft is one of the most common and least prosecuted crimes in Alaska. He stressed that when an employer deliberately

refuses to pay wages that workers earn, it is theft and should be treated as such.

[1:37:01 PM](#)

REPRESENTATIVE EISCHEID moved to report CSHB 97, Version 34-LS0109\0, C. Radford, 4/23/25, out of committee with individual recommendations and the accompanying fiscal notes.

REPRESENTATIVE VANCE objected for purposes of discussion. She encouraged people to continue testifying on this issue because it compels the legislature's action and thanked them for their engagement. She characterized human trafficking as modern-day slavery and pointed out that in 2025, there is still no law that provides justice for victims. She added that it's a bipartisan effort that is a culmination of years of work and expressed her hope that it would make it across the finish line.

CHAIR GRAY announced that there being no further objection, CSHB 97(JUD) was reported out of the House Judiciary Standing Committee and authorized Legislative Legal Services to make any necessary technical or conforming changes.

[1:39:58 PM](#)

ADJOURNMENT

There being no further business before the committee, the House Judiciary Standing Committee meeting was adjourned at 1:39 p.m.