

ALASKA STATE LEGISLATURE
HOUSE LABOR AND COMMERCE STANDING COMMITTEE

May 2, 2025

3:17 p.m.

MEMBERS PRESENT

Representative Zack Fields, Co-Chair
Representative Carolyn Hall, Co-Chair
Representative Ashley Carrick
Representative Robyn Niayuq Burke
Representative Dan Saddler
Representative Julie Coulombe

MEMBERS ABSENT

Representative David Nelson

COMMITTEE CALENDAR

HOUSE BILL NO. 156

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

- HEARD & HELD

HOUSE BILL NO. 178

"An Act relating to medical debt and consumer credit reporting agencies; relating to discriminatory practices based on the medical debt of a person; and providing for an effective date."

- HEARD & HELD

HOUSE BILL NO. 193

"An Act establishing a paid parental leave program; relating to unemployment benefits; relating to the collection of child support obligations; and relating to the duties of the Department of Labor and Workforce Development."

- MOVED CSHB 193(L&C) OUT OF COMMITTEE

HOUSE BILL NO. 192

"An Act relating to the payment of unemployment compensation benefits; relating to a penalty for late unemployment benefit payments; relating to inflation adjustments to unemployment

benefit amounts; relating to an insured worker's availability for work; and providing for an effective date."

- BILL HEARING CANCELED

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
04/30/25	(H)	Moved HB 156 Out of Committee
04/30/25	(H)	MINUTE(JUD)
05/02/25	(H)	L&C AT 3:15 PM BARNES 124

BILL: HB 178

SHORT TITLE: MEDICAL DEBT: INFORMATION, DISCRIMINATION

SPONSOR(s): REPRESENTATIVE(s) MINA

04/09/25	(H)	READ THE FIRST TIME - REFERRALS
04/09/25	(H)	L&C, FIN
04/25/25	(H)	L&C AT 9:00 AM BARNES 124
04/25/25	(H)	Heard & Held
04/25/25	(H)	MINUTE(L&C)
04/30/25	(H)	L&C AT 3:15 PM BARNES 124
04/30/25	(H)	Heard & Held
04/30/25	(H)	MINUTE(L&C)
05/02/25	(H)	L&C AT 3:15 PM BARNES 124

BILL: HB 193

SHORT TITLE: UNEMPLOYMENT BENEFITS; PAID PARENT LEAVE

SPONSOR(s): REPRESENTATIVE(s) HALL

04/15/25	(H)	READ THE FIRST TIME - REFERRALS
04/15/25	(H)	L&C, FIN

04/16/25	(H)	L&C AT 3:15 PM BARNES 124
04/16/25	(H)	Heard & Held
04/16/25	(H)	MINUTE (L&C)
04/23/25	(H)	L&C AT 9:00 AM BARNES 124
04/23/25	(H)	Heard & Held
04/23/25	(H)	MINUTE (L&C)
04/25/25	(H)	L&C AT 9:00 AM BARNES 124
04/25/25	(H)	<Bill Hearing Canceled>
04/28/25	(H)	L&C AT 3:15 PM BARNES 124
04/28/25	(H)	Heard & Held
04/28/25	(H)	MINUTE (L&C)
04/30/25	(H)	L&C AT 3:15 PM BARNES 124
04/30/25	(H)	Heard & Held
04/30/25	(H)	MINUTE (L&C)
05/02/25	(H)	L&C AT 3:15 PM BARNES 124

WITNESS REGISTER

REPRESENTATIVE GENEVIEVE MINA
 Alaska State Legislature
 Juneau, Alaska

POSITION STATEMENT: As prime sponsor, presented HB 156; as prime sponsor, answered questions during the hearing on HB 178.

MIKAYLA WILSON, Staff
 Representative Genevieve Mina
 Alaska State Legislature
 Juneau, Alaska

POSITION STATEMENT: Answered questions on behalf of Representative Mina, prime sponsor of HB 156.

CONRAN GUNTHER, Legislative Counsel
 Legislative Legal Services
 Legislative Affairs Agency
 Juneau, Alaska

POSITION STATEMENT: Answered questions during the hearing on HB 178.

BRAD LIPTON, Senior Fellow
 Consumer Federation of America
 Washington, D.C.

POSITION STATEMENT: Answered questions during the hearing on HB 178.

LENNON WELLER, Economist 3
 Division of Administrative Services
 Department of Labor & Workforce Development

Juneau, Alaska

POSITION STATEMENT: Answered questions during the hearing on HB 193.

PALOMA HARBOUR, Director
Division of Employment & Training Services
Department of Labor & Workforce Development
Juneau, Alaska

POSITION STATEMENT: Answered questions during the hearing on HB 193.

CHUCK COLLINS, Director
Division of Worker's Compensation
Department of Labor & Workforce Development
Juneau, Alaska

POSITION STATEMENT: Answered questions during the hearing on HB 193.

ACTION NARRATIVE

[3:17:46 PM](#)

CO-CHAIR ZACK FIELDS called the House Labor and Commerce Standing Committee meeting to order at 3:17 p.m. Representatives Hall, Carrick, Burke, Coulombe, Saddler, and Fields were present at the call to order.

HB 156-DISCLOSURE OF WAGE INFORMATION

[3:18:01 PM](#)

CO-CHAIR FIELDS 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."

[3:18:25 PM](#)

REPRESENTATIVE GENEVIEVE MINA, Alaska State Legislature, as prime sponsor, presented HB 156. She gave a prepared sponsor statement [included in the committee file], which read as follows [original punctuation provided]:

Despite a growth in infrastructure and resource development projects, Alaska employees struggle to hire workers due to a pervasive labor shortage. HB 156 seeks to improve Alaska's competitive labor market and

strengthen the workforce by standardizing fair, transparent hiring practices.

HB 156 helps streamline the application process by requiring employers to post information about compensation, including a salary or salary range. This allows the applicant and employer to expend less energy and resources recruiting and interviewing only to discover the pay does not meet the needs of the potential employee.

It also removes salary history from the interview process, allowing the employer and applicant to focus on their qualifications, thus ensuring those who join and return to the workforce are paid based on their current abilities and potential. It also improves wage gaps related to race, gender, and educational attainment.

Additionally, HB 156 aligns state law with Federal protections, ensuring workers in Alaska are clearly empowered to engage in wage discussions without fear of retaliation. Federal law, through the National Labor Relations Act, protects employees' right to discuss their wages and working conditions. HB 156 prohibits an employer from retaliating against an employee or applicant for refusing to disclose their or wage history.

HB 156 seeks to promote a more equitable and efficient hiring process across Alaska. By enhancing transparency and consistency in employment practices, HB 156 will strengthen the state's ability to attract qualified applicants, retain a stable workforce, and assist employers in addressing ongoing staffing needs.

[3:22:59 PM](#)

REPRESENTATIVE COULOMBE asked what might happen if an employer would like to pay a potential employee outside of the posted salary range after interviewing them, more or less.

REPRESENTATIVE MINA replied that salary negotiations between employer and potential employee could still happen under HB 156. She clarified that her intent would be to avoid a situation in which "someone is expected to be hired at \$20 an hour and then it turns out they're getting paid \$15 an hour." She emphasized

that she did not want the proposed legislation to be too prescriptive and suggested that transparency was important for both the employer and prospective employees.

REPRESENTATIVE COULOMBE asked whether employers are allowed to go above a posted salary range under HB 156.

REPRESENTATIVE MINA responded yes. She noted that an employer would not be required to set a range and noted that one could set a "floor" salary.

REPRESENTATIVE COULOMBE stated that in workplace, exposing salary could be "sticky". She asked if there were concerns regarding privacy issues in the workplace.

REPRESENTATIVE MINA suggested that tension regarding salary in the workplace already existed, as employees were not prohibited from currently discussing wages. She asserted that transparency would allow for deliberate conversation and create more trust between an employer and their employees, rather than creating a "rumor mill."

[3:26:12 PM](#)

CO-CHAIR FIELDS stated that America's failure to disclose wages was well documented. He spoke to the gender wage gap, noting that women were more likely to drop out of workforce when having children, due to lack of childcare and lack of paid parental leave. He asked how HB 156 might address this issue.

REPRESENTATIVE MINA asserted that HB 156 would help address the gender wage gap. She stated that a lack of transparency allows employers to pay employees differently. She noted that wage gaps most significantly impact women and individuals of color. She also noted that HB 156 would additionally prohibit an employer from asking about an individual's salary history, which would necessitate that an employer looks at a prospective employees quality, rather than what they had been paid in the past.

CO-CHAIR FIELDS requested information regarding Iceland's achievements on closing the gender wage gap and their laws regarding wage transparency. He commented that the business community in Iceland fully embraced wage transparency.

[3:29:24 PM](#)

REPRESENTATIVE SADDLER asked what role a previous pay level should play in the hiring process.

REPRESENTATIVE MINA offered her belief that an individual's previous salary or hourly pay should not affect an employer's decision to hire. She noted that employer-employee negotiations could also entail conversations about benefits, not just pay. She shared concerns that discussions regarding salary history could allow an employer to pay a prospective employee a lower rate, had they been paid at a lower rate at previous jobs.

REPRESENTATIVE SADDLER called capitalism a "dog eat dog world," noting that the market determines the pay rates. He stated that he could see the benefit of HB 156 in state government but does not see how productive it might be in private business.

[3:32:04 PM](#)

CO-CHAIR FIELDS noted that many highly successful capitalistic countries require wage transparency.

[3:32:15 PM](#)

REPRESENTATIVE MINA stated that there was a compelling government interest in free market in addressing discrimination in the workplace. She asserted that transparency correlates with pay equity and helps individuals thrive financially.

[3:32:49 PM](#)

REPRESENTATIVE COULOMBE shared many concerns about telling private business what they should do. She asserted that businesses would do what was best for themselves.

[3:33:38 PM](#)

MIKAYLA WILSON, Staff, Representative Genevieve Mina, Alaska State Legislature, replied that they received comments from private businesses primarily in favor of the proposed legislation. She said that they would pass the comments to the committee.

[3:34:19 PM](#)

REPRESENTATIVE BURKE commented that she worked in human resources in both public and private sectors, and all of her

former employers utilized the central ideas of HB 156 regarding wage transparency.

[HB 156 was held over.]

HB 178-MEDICAL DEBT: INFORMATION, DISCRIMINATION

[3:35:30 PM](#)

CO-CHAIR FIELDS announced that the next order of business would be HOUSE BILL NO. 178, "An Act relating to medical debt and consumer credit reporting agencies; relating to discriminatory practices based on the medical debt of a person; and providing for an effective date."

[3:35:46 PM](#)

REPRESENTATIVE GENEVIEVE MINA, Alaska State Legislature, as prime sponsor, answered questions during the hearing on HB 178. She introduced herself for the public record.

[3:36:21 PM](#)

REPRESENTATIVE SADDLER stated prior testimony mentioned federal preemption and asked whether the proposed legislation would preempt federal policy.

[3:37:22 PM](#)

CONRAN GUNTHER, Legislative Counsel, Legislative Legal Services, Legislative Affairs Agency, replied that there were both express preemption concerns and conflict preemption concerns. He explained that the express preemption concerns related to provisions of the Fair Credit Reporting Act (FCRA) that clarify what could be subject to state regulation. He noted that there were some areas of HB 178, such as the provisions regarding transmittable (indisc.) debt, that were unclear as to whether they fell under subjects prohibited from state regulation by FCRA. He explained that conflict preemption was a type of preemption where it is not possible to comply with both state and federal laws simultaneously. He noted that there are some provisions of HB 178 that create conflict preemption concerns or could violate federal law.

MR. GUNTHER, in response to an additional question from Representative Saddler, noted that the conflict preemption was a larger concern.

[3:39:53 PM](#)

BRAD LIPTON, Senior Fellow, Consumer Federation of America (CFA), argued that there was neither an express preemption concern nor a conflict preemption concern. He stated that the opinion from Mr. Gunther cited an older case from 2015. He referred to a case out of the First Circuit, CDA v. Frey, a more recent case, which he asserted proved that the provisions of HB 178 were not preempted.

MR. LIPTON additionally argued that Alaska residents would not be worse off should HB 178 be preempted, stating that Alaska would "be back where we started," should there be federal preemption.

[3:41:57 PM](#)

REPRESENTATIVE SADDLER stated that he was not inclined to pass laws, not knowing whether they were legal or not. He recommended exercising caution.

[3:42:38 PM](#)

The committee took a brief at-ease at 3:42 p.m.

[3:43:32 PM](#)

CO-CHAIR FIELDS moved to adopt Amendment 1 to HB 178, labeled 34-LS0569\N.3, Gunther, 5/1/25, which read as follows:

Page 1, line 5, through page 2, line 27:
Delete all material.

Page 2, line 28:
Delete "**Sec. 2**"
Insert "**Section 1**"
Delete "a new subsection"
Insert "new subsections"

Renumber the following bill sections accordingly.

Page 3, following line 13:
Insert a new subsection to read:
"(c) In this section, "medical debt" has the meaning given in AS 45.85.800(c)."

Page 3, lines 14 - 15:
Delete all material.

Renumber the following bill sections accordingly.

[3:44:13 PM](#)

REPRESENTATIVE SADDLER objected. He stated that he was not comfortable entertaining the amendment, given that it was put before the committee on short notice.

[3:44:33 PM](#)

REPRESENTATIVE COULOMBE asked if the sponsor could speak to the amendment.

[3:44:45 PM](#)

REPRESENTATIVE MINA clarified that the amendment was not related to preemption; rather, the amendment concerned a provision of the bill regarding employment.

CO-CHAIR FIELDS [moved to] withdraw Amendment 1 to HB 178. [The amendment was treated as withdrawn.] He queried the next committee of referral.

[3:45:36 PM](#)

The committee took a brief at-ease at 3:45 p.m.

[3:45:41 PM](#)

CO-CHAIR FIELDS announced that HB 178 was held over.

HB 193-UNEMPLOYMENT BENEFITS; PAID PARENT LEAVE

[3:46:02 PM](#)

CO-CHAIR FIELDS announced that the final order of business would be HOUSE BILL NO. 193, "An Act establishing a paid parental leave program; relating to unemployment benefits; relating to the collection of child support obligations; and relating to the duties of the Department of Labor and Workforce Development."

CO-CHAIR FIELDS invited questions from committee members.

[3:46:39 PM](#)

REPRESENTATIVE CARRICK asked for confirmation that HB 193 would not affect the State Training and Employment Program (STEP)/Technical Vocational Education Program (TVEP).

CO-CHAIR HALL responded that the programs would be held harmless under HB 193.

[3:47:00 PM](#)

CO-CHAIR HALL replied that the State Training and Employment Program (STEP) and the Technical Vocational Education Program (TVEP) would be held harmless under HB 193.

[3:47:17 PM](#)

CO-CHAIR FIELDS moved to adopt Amendment 1 to HB 193, labeled 34-LS0612\G.15, A. Radford, 5/1/25, which read as follows:

Page 1, line 1, following **"program;":**

Insert **"relating to special employer contributions; relating to the employment assistance and training program account;"**

Page 1, line 12, following **"AS 23.10.710":**

Insert **"and AS 23.20.290(g) "**

Page 2, line 3:

Delete **"unemployment"**

Page 4, lines 7 - 9:

Delete **"prorate the weekly benefit amount in accordance with AS 23.10.730 for an employee using an intermittent or a reduced leave schedule"**

Insert **"calculate the employee's weekly benefit in accordance with AS 23.10.730 for employees using the accelerated benefit option"**

Page 4, lines 10 - 14:

Delete all material and insert:

"(d) The maximum number of weeks for which an eligible employee may take paid parental leave, and for which paid parental leave insurance benefits are payable in a benefit year, is between eight and 26 weeks, cumulative, as determined by the department. The department shall determine and make public the maximum duration of the parental leave benefit each

year, based on fund solvency, forecasted use, and actuarial studies completed under AS 23.10.790. For employees using the accelerated benefit option, the department shall calculate the number of weeks an eligible employee may take paid parental leave in accordance with AS 23.10.730."

Page 4, lines 24 - 30:

Delete all material and insert:

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

Page 11, following line 5:

Insert a new section to read:

"Sec. 23.10.790. Actuarial studies. Every two years, the commissioner shall submit to the governor an actuarial study of the benefit structures established under AS 23.10.700 - 23.10.795."

Page 11, following line 10:

Insert new bill sections to read:

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

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

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

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

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

COLUMN A Rate Class	COLUMN B Cumulative Ratable Payroll		COLUMN C Experience Factor
	at least (percent)	but less than (percent)	
1		5	.40
2	5	10	.45
3	10	15	.50
4	15	20	.55
5	20	25	.60
6	25	30	.65
7	30	35	.70
8	35	40	.80
9	40	45	.90
10	45	50	1.00
11	50	55	1.00
12	55	60	1.10
13	60	65	1.20
14	65	70	1.30
15	70	75	1.35
16	75	80	1.40
17	80	85	1.45
18	85	90	1.50
19	90	95	1.55
20	95	99.99	1.60
21	99.99		1.65.

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

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

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

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

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

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

Renumber the following bill sections accordingly.

Page 22, following line 13:

Insert new bill sections to read:

*** Sec. 8.** The uncodified law of the State of Alaska is amended by adding a new section to read:

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

*** Sec. 9.** The uncodified law of the State of Alaska is amended by adding a new section to read:

TRANSITION: ACTUARIAL STUDIES. The commissioner of labor and workforce development shall submit to the governor the first actuarial study required by AS 23.10.790, enacted by sec. 1 of this Act, on December 1, 2026."

REPRESENTATIVE COULOMBE objected.

CO-CHAIR FIELDS stated that Amendment 1 would give the Department of Labor and Workforce Development (DLWD) the authority to set the number of weeks of parental leave per

claimant annually based on the solvency of the trust fund. He explained that range would be between 8 to 26 weeks, depending on the solvency of the fund. He stated that it was unknown how many claimants would take parental leave. He explained that the amendment would additionally add language giving an "accelerated benefit option" which would allow parents to take full wage replacement over a shorter period of time. He stated that Amendment 1 would direct DLWD to conduct actuarial studies on the paid parental leave fund and additionally would give DOLWD the authority to divert additional funds from the employer contribution to the parental leave fund. He further stated that the amendment would allow DLWD to divert 0.1 from employer contribution into STEP and it would further allow the reduction of the employer contribution to 0.5, essentially representing a 20 percent tax cut. He noted that all proposed diversions and reductions were dependent on the solvency unemployment insurance (UI) fund. He concluded by noting that the amendment would set the effective date of disbursement on January 1, 2027, which would allow the parental leave fund for one year of accumulation.

[3:50:44 PM](#)

REPRESENTATIVE SADDLER spoke to the accelerated benefit option and asked whether someone could take their benefit as a "lump sum."

CO-CHAIR FIELDS replied that it was not intended to be a "lump sum cashable benefit." He explained that it was designed for the claimant to either take a full period of leave at 50 percent wage replacement or half of the time at full wage replacement.

[3:51:32 PM](#)

REPRESENTATIVE CARRICK asked who decides the solvency of the trust.

CO-CHAIR FIELDS replied it is designed to be the same process as it currently is.

[3:52:30 PM](#)

LENNON WELLER, Economist 3, Division of Administrative Services, Department of Labor & Workforce Development (DLWD), stated that he functions as that actuary for UI. He explained that standard UI tax rates are constrained by statute. He further explained that costs are looked at as a percentage of wages covered which

constitutes the base tax rate. He further stated that he also looks at reserve ratio, with the target reserve ratio explicitly laid out in Alaska Statute (AS) as between 3 and 3.3 percent of covered wages. He stated that, based on where the trust fund stands in relation to the reserve ratio, [DOLWD] can implement a solvency surcharge when underfunded.

[3:54:12 PM](#)

REPRESENTATIVE CARRICK asked if the commissioner or the department head could override the actuarial assessment under Amendment 1 to HB 193.

MR. WELLER responded that the actuarial assessment could not be overridden with respect to the UI system. He offered his belief that the amendment would give the actuary more leeway.

[3:55:31 PM](#)

CO-CHAIR FIELDS spoke to the drafting process and the intent of the amendment. He echoed Mr. Weller in a previous hearing, noting that the employer contribution could be "flex[ed]... substantially." He stated that the amendment would not change how [DLWD] makes its determination.

[3:56:11 PM](#)

REPRESENTATIVE SADDLER referred to page 2 of the proposed amendment, citing "the commissioner shall submit an actuarial study" and requested more details on the process.

MR. WELLER responded that he is not a certified actuary, but functions as an actuary for [DLWD].

REPRESENTATIVE SADDLER asked whether the department was equipped to conduct an actuarial study.

CO-CHAIR FIELDS responded that the intent was that the department would conduct an actuarial study in the same manner that the UI trust fund is managed. He noted that the amendment was developed through conversations with [DLWD].

[3:58:12 PM](#)

REPRESENTATIVE COULOMBE removed her objection to Amendment 1 to HB 193. There being no further objection, Amendment 1 was adopted.

CO-CHAIR FIELDS indicated that he would not be offering Amendment 2 to HB 193.

[3:58:35 PM](#)

CO-CHAIR FIELDS moved to adopt Amendment 3 to HB 193, as amended, labeled 34-LS0612\G.14, A. Radford, 5/1/25, which read as follows:

Page 20, following line 12:

Insert a new bill section to read:

"* **Sec. 3.** AS 23.20.350 is amended by adding a new subsection to read:

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

Renumber the following bill sections accordingly.

[3:58:39 PM](#)

The committee took an at-ease from 3:58 p.m. to 4:01 p.m.

[4:01:52 PM](#)

CO-CHAIR FIELDS repeated his motion to adopt Amendment 3 to HB 193, as amended.

REPRESENTATIVE CARRICK objected for the purpose of discussion.

CO-CHAIR FIELDS explained that the amendment requires [DLWD] to adjust the following for inflation: maximum base period of wages, dependent allowance, weekly benefit amounts, and the parental leave benefits.

[4:02:43 PM](#)

REPRESENTATIVE SADDLER stated that he was resistant to inflation adjustments for formula funding and was opposed to the amendment.

CO-CHAIR FIELDS offered his agreement with regard to unrestricted general funds (UGF). He noted that wages are growing with inflation.

[4:03:13 PM](#)

REPRESENTATIVE CARRICK removed her objection to Amendment 3 to HB 193, as amended.

REPRESENTATIVE SADDLER objected.

A roll call vote was taken. Representatives Coulombe, Burke, Carrick, Hall, and Fields voted in favor of the motion to adopt Amendment 3 to HB 193, as amended. Representatives Saddler voted against it. Therefore, Amendment 3 was adopted by a vote of 5-1.

[4:03:55 PM](#)

REPRESENTATIVE SADDLER moved to adopt Amendment 4 to HB 193, as amended, labeled 34-LS0612\G.5, A. Radford, 4/28/25, which read as follows:

Page 20, line 12:
Delete "[370]."

Page 20, following line 12:
Insert new material to read:
"70,250 **675** [370]."

CO-CHAIR FIELDS objected for the purpose of discussion.

REPRESENTATIVE SADDLER explained that the amendment would correct a drafting error by putting an income cap at \$70,000.

CO-CHAIR FIELDS removed his objection. There being no further objection, Amendment 4 was adopted.

[4:04:36 PM](#)

REPRESENTATIVE SADDLER moved to adopt Amendment 5 to HB 193, as amended, labeled 34-LS0612\G.6, A. Radford, 4/29/25, which read as follows:

Page 9, line 1:
Delete ", and annually thereafter,"

CO-CHAIR FIELDS objected.

REPRESENTATIVE SADDLER explained that Amendment 5 would remove the requirement that employers remind employees annually of the parental leave program.

[4:05:15 PM](#)

CO-CHAIR HALL stated that since adopting Amendment 1 and allowing a greater degree of flexibility in what [DLWD] pays out annually, she thought it best to remind employees annually of benefits, as they could fluctuate with the adoption of Amendment 1.

[4:05:52 PM](#)

CO-CHAIR FIELDS opined that the first year of implementation would likely see modest benefits and that the benefits are likely to build up over time.

[4:06:14 PM](#)

REPRESENTATIVE CARRICK offered her appreciation for the intent of Amendment 5 but stated that she was opposed to it. She suggested that annual notification could encourage individuals to stay in Alaska and start families.

REPRESENTATIVE SADDLER found the argument for notice of changeable benefits compelling; thus, he moved to withdraw his motion to adopt Amendment 5 to HB 193, as amended. [The motion was treated as withdrawn.]

[4:07:20 PM](#)

REPRESENTATIVE SADDLER moved to adopt Amendment 6 to HB 193, as amended, labeled 34-LS0612\G.7, A. Radford, 4/29/25, which read as follows:

Page 7, lines 1 - 18:
Delete all material.

Page 7, line 19:
Delete "**Sec. 23.10.765.**"
Insert "**Sec. 23.10.760.**"

Page 7, line 22:
Delete "**Sec. 23.10.770.**"
Insert "**Sec. 23.10.765.**"

Page 8, line 31:
Delete "**Sec. 23.10.775.**"
Insert "**Sec. 23.10.770.**"

Page 9, line 15:
Delete "**Sec. 23.10.780.**"
Insert "**Sec. 23.10.775.**"

Page 10, line 17:
Delete "**Sec. 23.10.785.**"
Insert "**Sec. 23.10.780.**"

Page 21, line 5:
Delete "**AS 23.10.780**"
Insert "**AS 23.10.775**"

CO-CHAIR FIELDS objected for purpose of discussion.

REPRESENTATIVE SADDLER explained that Amendment 6 would remove the requirement that DOLWD submit an annual report to the legislature. He stated that he was trying to keep the workload light for DOLWD.

[4:07:56 PM](#)

CO-CHAIR HALL offered her support for the amendment.

[4:08:09 PM](#)

REPRESENTATIVE CARRICK asked if there was any default reporting requirement without the annual reporting requirement described in Amendment 6.

[4:08:33 PM](#)

PALOMA HARBOUR, Director, Division of Employment & Training Services, Department of Labor & Workforce Development, replied that Amendment 1 specifically added a requirement for an

actuarial study. She noted that this study would provide a lot of data.

[4:08:59 PM](#)

CO-CHAIR FIELDS removed his objection. There being no further objection, Amendment 6 to HB 193, as amended, was adopted.

[4:09:11 PM](#)

REPRESENTATIVE SADDLER moved to adopt Amendment 7 to HB 193, as amended, labeled 34-LS0612\G.13, A. Radford, 5/1/25, which read as follows:

Page 1, line 1:
Delete "**parental**"
Insert "**family**"

Page 1, line 6:
Delete "**Parental**"
Insert "**Family**"

Page 1, line 7:
Delete "**parental**"
Insert "**family**"

Page 1, line 8:
Delete "parental"
Insert "family"

Page 1, line 10:
Delete "**Parental**"
Insert "**Family**"
Delete "parental"
Insert "family"

Page 1, line 12, following "AS 23.10.710":
Insert "and AS 23.20.290(g)"

Page 2, line 3:
Delete "**unemployment**"

Page 2, line 4:
Delete "**parental**"
Insert "**family**"

Page 2, line 5:

Delete "parental"
Insert "family"

Page 2, line 17:
Delete "parental"
Insert "family"

Page 2, line 20:
Delete "or"

Page 2, line 22, following "employee":
Insert "; or
(3) care for an immediate family member
with a serious health condition"

Page 2, line 23:
Delete "**parental**"
Insert "**family**"

Page 2, line 24:
Delete "parental"
Insert "family"

Page 2, line 27:
Delete "parental"
Insert "family"

Page 3, line 4:
Delete "parental"
Insert "family"

Page 3, line 14:
Delete "or"

Page 3, line 16, following "AS 18.50.165":
Insert "; or
(6) a document from a health care provider
verifying the serious health condition and need for
care of the employee's immediate family member"

Page 3, following line 16:
Insert a new subsection to read:
"(d) In this section, "health care provider" has
the meaning given in AS 39.20.550."

Page 3, line 19:
Delete "parental"

Insert "family"

Page 3, line 24:

Delete "parental"

Insert "family"

Page 4, line 2:

Delete "parental"

Insert "family"

Page 4, line 9, following "schedule.":

Insert "The department shall calculate the weekly benefit amount in accordance with AS 23.10.730 for an employee electing an accelerated benefit option."

Page 4, line 11:

Delete "parental" in both places

Insert "family" in both places

Page 4, line 12:

Delete "26"

Insert "12"

Page 4, line 13, following "schedule,":

Insert "or who have elected an accelerated leave option,"

Page 4, line 17:

Delete "parental"

Insert "family"

Page 4, line 21:

Delete "parental"

Insert "family"

Page 4, line 23:

Delete "parental"

Insert "family"

Page 4, line 24, following "**schedule**":

Insert "**; accelerated benefit option**"

Page 4, line 25:

Delete "parental"

Insert "family"

Page 4, line 27:

Delete "parental"
Insert "family"

Page 4, lines 29 - 30:

Delete all material and insert:

"(b) An eligible employee may elect to receive an accelerated benefit option to receive a higher paid family leave compensation rate for a reduced duration as follows:

(1) the employee may receive double the daily or weekly benefit amount to which the employee is entitled for a total of six weeks in a benefit year; or

(2) the employee may receive one and one-half times the daily or weekly benefit amount to which the employee is entitled for a total of nine weeks in a benefit year."

Page 5, line 4:

Delete "parental"
Insert "family"

Page 5, line 17:

Delete "parental"
Insert "family"

Page 5, line 20:

Delete "parental"
Insert "family"

Page 5, line 23:

Delete "parental"
Insert "family"

Page 5, line 27:

Delete "parental"
Insert "family"

Page 5, line 29:

Delete "parental"
Insert "family"

Page 6, line 1:

Delete "parental"
Insert "family"

Page 6, line 5:

Delete "parental"
Insert "family"

Page 6, line 8:
Delete "parental"
Insert "family"

Page 6, line 10:
Delete "parental"
Insert "family"

Page 6, line 13:
Delete "parental"
Insert "family"

Page 6, line 15:
Delete "parental"
Insert "family"

Page 6, line 19:
Delete "parental"
Insert "family"

Page 6, line 21:
Delete "parental"
Insert "family"

Page 6, line 24:
Delete "parental"
Insert "family"

Page 6, line 26:
Delete "parental"
Insert "family"

Page 6, line 28:
Delete "parental"
Insert "family"

Page 7, line 21:
Delete "parental"
Insert "family"

Page 7, line 23:
Delete "parental"
Insert "family"

Page 7, line 27:
Delete "parental"
Insert "family"

Page 7, line 29:
Delete "parental"
Insert "family"

Page 8, line 3:
Delete "parental"
Insert "family"

Page 8, line 6:
Delete "parental"
Insert "family"

Page 8, line 10:
Delete "parental"
Insert "family"

Page 8, line 23:
Delete "parental"
Insert "family"

Page 9, line 3:
Delete "parental"
Insert "family"

Page 9, line 5:
Delete "parental"
Insert "family"

Page 9, line 6:
Delete "parental"
Insert "family"

Page 9, line 8:
Delete "parental"
Insert "family"

Page 9, line 17:
Delete "parental"
Insert "family"

Page 9, line 19:
Delete "parental"
Insert "family"

Page 9, line 21:
Delete "parental"
Insert "family"

Page 9, line 23:
Delete "parental"
Insert "family"

Page 10, line 7:
Delete "parental"
Insert "family"

Page 10, line 18:
Delete "parental"
Insert "family"

Page 10, line 20:
Delete "parental"
Insert "family"

Page 10, line 21:
Delete "parental"
Insert "family"

Page 10, line 26:
Delete "parental"
Insert "family"

Page 10, line 31:
Delete "parental" in both places
Insert "family" in both places

Page 11, line 10, following "23.20.526":
Insert ";

(4) "immediate family member" means the employee's spouse; the employee's biological, adopted, step, or foster child; a legal ward of the employee, or person to whom the employee stands in loco parentis; the employee's biological, adoptive, or step parent, or someone who stood in loco parentis to the employee when the employee was a minor;

(5) "serious health condition" has the meaning given in AS 39.20.550.

* **Sec. 3.** AS 23.20.290 is amended by adding a new subsection to read:

(g) In the manner provided in this chapter and for the benefit of the paid family leave program, the department shall collect from each employer an amount equal to .15 percent of the wages, as set out in AS 23.20.175, on which the employer is required to make contributions under (c) of this section and remit the money collected under this subsection to the family leave fund account established under AS 23.10.705. Notwithstanding (c) of this section, the department shall reduce the contributions owed by an employer under this chapter by an amount equal to the amount collected under this subsection."

Renumber the following bill sections accordingly.

Page 21, line 4:

Delete "parental"

Insert "family"

Page 22, line 13:

Delete "parental"

Insert "family"

CO-CHAIR FIELDS objected.

REPRESENTATIVE SADDLER explained that the amendment would expand eligible leave to include family medical leave and explained the funding mechanism and benefits schedule outlined by Amendment 7. He noted that not everyone could give up income to care for a sick family member or a new child.

[4:11:19 PM](#)

CO-CHAIR HALL offered her appreciation for the amendment but stated that she was currently opposed to the amendment. She opined that it was important to be conservative with the proposed legislation being new. She offered her hope that, later, the program could incorporate what is described in the amendment.

[4:12:04 PM](#)

REPRESENTATIVE CARRICK asked why Representative Saddler elected not to include personal medical issues in his amendment. She further asked whether current sick or personal leave requirements covered family medical issues.

REPRESENTATIVE SADDLER stated that he desired to match the federal Family and Medical Leave Act (FMLA). He noted that he did not include personal medical leave due to cost and flexibility.

REPRESENTATIVE CARRICK asked whether workman's compensation could cover what's addressed in the amendment.

REPRESENTATIVE SADDLER deferred to Mr. Collins.

[4:14:00 PM](#)

CHUCK COLLINS, Director, Division of Worker's Compensation, Department of Labor & Workforce Development, introduced himself for the public record.

REPRESENTATIVE CARRICK asked what was included in Amendment 7 that would not be covered by workers compensation or FMLA.

MR. COLLINS stated that workers compensation in Alaska has no coverage for family leave. He provided an anecdote to illustrate his answer, stating that were he to sustain an injury at work, if his spouse took time off to care for him, her time off would not be covered by workers compensation. He noted that FMLA could provide job protection for his spouse, but it was unpaid.

[4:15:38 PM](#)

CO-CHAIR FIELDS maintained his objection. He offered his agreement with Co-Chair Hall.

A roll call vote was taken. Representatives Saddler and Carrick voted in favor of the motion to adopt Amendment 7 to HB 193, as amended. Representatives Coulombe, Burke, Hall, and Fields voted against it. Therefore, Amendment 7 failed to be adopted by a vote of 2-4.

[4:16:43 PM](#)

REPRESENTATIVE COULOMBE moved to adopt Amendment 8 to HB 193, as amended, labeled 34-LS0612\G.11, A. Radford, 4/29/25, which read as follows:

Page 20, line 12:
Delete "[370]."

Page 20, following line 12:
Insert new material to read:

<u>"70,250</u>	<u>70,500</u>	<u>678</u>
<u>70,500</u>	<u>70,750</u>	<u>680</u>
<u>70,750</u>	<u>71,000</u>	<u>683</u>
<u>71,000</u>	<u>71,250</u>	<u>685</u>
<u>71,250</u>	<u>71,500</u>	<u>688</u>
<u>71,500</u>	<u>71,750</u>	<u>690</u>
<u>71,750</u>	<u>72,000</u>	<u>692</u>
<u>72,000</u>	<u>72,250</u>	<u>695</u>
<u>72,250</u>	<u>72,500</u>	<u>697</u>
<u>72,500</u>	<u>72,750</u>	<u>700</u>
<u>72,750</u>	<u>73,000</u>	<u>702</u>
<u>73,000</u>	<u>73,250</u>	<u>704</u>
<u>73,250</u>	<u>73,500</u>	<u>707</u>
<u>73,500</u>	<u>73,750</u>	<u>709</u>
<u>73,750</u>	<u>74,000</u>	<u>712</u>
<u>74,000</u>	<u>74,250</u>	<u>714</u>
<u>74,250</u>	<u>74,500</u>	<u>716</u>
<u>74,500</u>	<u>74,750</u>	<u>719</u>
<u>74,750</u>	<u>75,000</u>	<u>721</u>
<u>75,000</u>	<u>75,250</u>	<u>724</u>
<u>75,250</u>	<u>75,500</u>	<u>726</u>
<u>75,500</u>	<u>75,750</u>	<u>728</u>
<u>75,750</u>	<u>76,000</u>	<u>731</u>
<u>76,000</u>	<u>76,250</u>	<u>733</u>
<u>76,250</u>	<u>76,500</u>	<u>736</u>
<u>76,500</u>	<u>76,750</u>	<u>738</u>
<u>76,750</u>	<u>77,000</u>	<u>740</u>
<u>77,000</u>	<u>77,250</u>	<u>743</u>
<u>77,250</u>	<u>77,500</u>	<u>745</u>
<u>77,500</u>	<u>77,750</u>	<u>748</u>
<u>77,750</u>	<u>78,000</u>	<u>750</u>
<u>78,000</u>	<u>78,250</u>	<u>752</u>
<u>78,250</u>	<u>78,500</u>	<u>755</u>
<u>78,500</u>	<u>78,750</u>	<u>757</u>
<u>78,750</u>	<u>79,000</u>	<u>760</u>
<u>79,000</u>	<u>79,250</u>	<u>762</u>
<u>79,250</u>	<u>79,500</u>	<u>764</u>
<u>79,500</u>	<u>79,750</u>	<u>767</u>
<u>79,750</u>	<u>80,000</u>	<u>769</u>
<u>80,000</u>	<u>80,250</u>	<u>772</u>
<u>80,250</u>	<u>80,500</u>	<u>774</u>
<u>80,500</u>	<u>80,750</u>	<u>776</u>
<u>80,750</u>	<u>81,000</u>	<u>779</u>
<u>81,000</u>	<u>81,250</u>	<u>781</u>
<u>81,250</u>	<u>81,500</u>	<u>784</u>

<u>81,500</u>	<u>81,750</u>	<u>786</u>
<u>81,750</u>	<u>82,000</u>	<u>788</u>
<u>82,000</u>	<u>82,250</u>	<u>791</u>
<u>82,250</u>	<u>82,500</u>	<u>793</u>
<u>82,500</u>	<u>82,750</u>	<u>796</u>
<u>82,750</u>	<u>83,000</u>	<u>798</u>
<u>83,000</u>	<u>83,250</u>	<u>800</u>
<u>83,250</u>	<u>83,500</u>	<u>803</u>
<u>83,500</u>	<u>83,750</u>	<u>805</u>
<u>83,750</u>	<u>84,000</u>	<u>808</u>
<u>84,000</u>	<u>84,250</u>	<u>810</u>
<u>84,250</u>	<u>84,500</u>	<u>813</u>
<u>84,500</u>	<u>84,750</u>	<u>815</u>
<u>84,750</u>	<u>85,000</u>	<u>817</u>
<u>85,000</u>	<u>85,250</u>	<u>820</u>
<u>85,250</u>	<u>85,500</u>	<u>822</u>
<u>85,500</u>	<u>85,750</u>	<u>825</u>
<u>85,750</u>	<u>86,000</u>	<u>827</u>
<u>86,000</u>	<u>86,250</u>	<u>829</u>
<u>86,250</u>	<u>86,500</u>	<u>832</u>
<u>86,500</u>	<u>86,750</u>	<u>834</u>
<u>86,750</u>	<u>87,000</u>	<u>837</u>
<u>87,000</u>	<u>87,250</u>	<u>839</u>
<u>87,250</u>	<u>87,500</u>	<u>841</u>
<u>87,500</u>	<u>87,750</u>	<u>844</u>
<u>87,750</u>	<u>88,000</u>	<u>846</u>
<u>88,000</u>	<u>88,250</u>	<u>849</u>
<u>88,250</u>	<u>88,500</u>	<u>851</u>
<u>88,500</u>	<u>88,750</u>	<u>853</u>
<u>88,750</u>	<u>89,000</u>	<u>856</u>
<u>89,000</u>	<u>89,250</u>	<u>858</u>
<u>89,250</u>	<u>89,500</u>	<u>861</u>
<u>89,500</u>	<u>89,750</u>	<u>863</u>
<u>89,750</u>	<u>90,000</u>	<u>865</u>
<u>90,000</u>	<u>90,250</u>	<u>868</u>
<u>90,250</u>	<u>90,500</u>	<u>870</u>
<u>90,500</u>	<u>90,750</u>	<u>873</u>
<u>90,750</u>	<u>91,000</u>	<u>875</u>
<u>91,000</u>	<u>91,250</u>	<u>877</u>
<u>91,250</u>	<u>91,500</u>	<u>880</u>
<u>91,500</u>	<u>91,750</u>	<u>882</u>
<u>91,750</u>	<u>92,000</u>	<u>885</u>
<u>92,000</u>	<u>92,250</u>	<u>887</u>
<u>92,250</u>	<u>92,500</u>	<u>889</u>
<u>92,500</u>	<u>92,750</u>	<u>892</u>
<u>92,750</u>	<u>93,000</u>	<u>894</u>
<u>93,000</u>	<u>93,250</u>	<u>897</u>

<u>93,250</u>	<u>93,500</u>	<u>899</u>
<u>93,500</u>	<u>93,750</u>	<u>901</u>
<u>93,750</u>	<u>94,000</u>	<u>904</u>
<u>94,000</u>	<u>94,250</u>	<u>906</u>
<u>94,250</u>	<u>94,500</u>	<u>909</u>
<u>94,500</u>	<u>94,750</u>	<u>911</u>
<u>94,750</u>	<u>95,000</u>	<u>913</u>
<u>95,000</u>	<u>95,250</u>	<u>916</u>
<u>95,250</u>	<u>95,500</u>	<u>918</u>
<u>95,500</u>	<u>95,750</u>	<u>921</u>
<u>95,750</u>	<u>96,000</u>	<u>923</u>
<u>96,000</u>	<u>96,250</u>	<u>925</u>
<u>96,250</u>	<u>96,500</u>	<u>928</u>
<u>96,500</u>	<u>96,750</u>	<u>930</u>
<u>96,750</u>	<u>97,000</u>	<u>933</u>
<u>97,000</u>	<u>97,250</u>	<u>935</u>
<u>97,250</u>	<u>97,500</u>	<u>938</u>
<u>97,500</u>	<u>97,750</u>	<u>940</u>
<u>97,750</u>	<u>98,000</u>	<u>942</u>
<u>98,000</u>	<u>98,250</u>	<u>945</u>
<u>98,250</u>	<u>98,500</u>	<u>947</u>
<u>98,500</u>	<u>98,750</u>	<u>950</u>
<u>98,750</u>	<u>99,000</u>	<u>952</u>
<u>99,000</u>	<u>99,250</u>	<u>954</u>
<u>99,250</u>	<u>99,500</u>	<u>957</u>
<u>99,500</u>	<u>99,750</u>	<u>959</u>
<u>99,750</u>	<u>100,000</u>	<u>962</u>
<u>100,000</u>		<u>962</u> [370]."

CO-CHAIR FIELDS objected.

REPRESENTATIVE COULOMBE explained that Amendment 8 would increase the weekly UI benefit from \$370 to \$678. She further explained that the amendment would increase the salary eligibility for UI benefits to \$100,000.

[4:17:38 PM](#)

CO-CHAIR FIELDS asked Mr. Weller to speak to the amendment.

MR. WELLER replied that it would be the most generous increase in the benefits schedule in Alaska's history and would constitute double the average wage of an Alaska resident. He recommended caution, noting that the average annual taxable wage base in 2025 was \$51,700. He stated that it would be ideal to keep the revenues and expenditure equal. He further stated that its possible the revenue would grow at a slower rate than the

benefits schedule, noting that it could be an issue in the long term.

[4:20:32 PM](#)

CO-CHAIR FIELDS moved to adopt Conceptual Amendment 1 to Amendment 8, to delete all material beginning from page 3, line 11 [as numbered on Amendment 8, beginning with "85,000"] to the end.

[4:21:03 PM](#)

REPRESENTATIVE SADDLER objected to Conceptual Amendment 1 to Amendment 8.

CO-CHAIR FIELDS explained that the conceptual amendment would retain the weekly benefits increase proposed by Representative Coulombe, and capping the eligible salary at \$85,000.

REPRESENTATIVE SADDLER stated that it would be a significant expansion of benefits. He stated that he would like to preserve the revenue for those with a greater need for the UI benefits.

REPRESENTATIVE SADDLER maintained his objection to Conceptual Amendment 1.

A roll call vote was taken. Representatives Burke, Carrick, Coulombe, Hall, and Fields voted in favor of the motion to adopt Conceptual Amendment 1 to Amendment 8 to HB 193, as amended. Representative Saddler voted against it. Therefore, Conceptual Amendment 1 was adopted by a vote of 5-1.

CO-CHAIR FIELDS removed his objection to Amendment 8, as amended, to HB 193, as amended.

REPRESENTATIVE SADDLER objected.

[4:22:51 PM](#)

A roll call vote was taken. Representatives Burke, Carrick, Coulombe, Hall, and Fields voted in favor of the motion to adopt Amendment 8, as amended, to HB 193, as amended. Representative Saddler voted against it. Therefore, Amendment 8, as amended, was adopted by a vote of 5-1.

[4:23:23 PM](#)

REPRESENTATIVE COULOMBE moved to adopt Amendment 9 to HB 193, as amended, labeled 34-LS0612\G.16, A. Radford, 5/1/25, which read:

Page 4, line 12:
Delete "26"
Insert "12"

CO-CHAIR FIELDS objected.

REPRESENTATIVE COULOMBE explained that she offered the amendment to make the point that 26 weeks of paid parental leave would cost \$175 million. She noted that this concern was addressed in Amendment 1.

REPRESENTATIVE COULOMBE [moved to] withdraw her motion to adopt Amendment 9. [There being no objection, Amendment 9 was treated as withdrawn.]

[4:24:12 PM](#)

REPRESENTATIVE COULOMBE moved to adopt Amendment 10 to HB 193, as amended, labeled 34-LS0612\G.18, A. Radford, 5/1/25, which read as follows:

Page 4, line 31, through page 5, line 15:
Delete all material.

Page 5, line 16:
Delete "**Sec. 23.10.740**"
Insert "**Sec. 23.10.735**"

Page 6, line 4:
Delete "**Sec. 23.10.745**"
Insert "**Sec. 23.10.740**"

Page 6, line 9:
Delete "**Sec. 23.10.750**"
Insert "**Sec. 23.10.745**"

Page 6, line 12:
Delete "**Sec. 23.10.755**"
Insert "**Sec. 23.10.750**"

Page 7, line 1:
Delete "**Sec. 23.10.760**"
Insert "**Sec. 23.10.755**"

Page 7, line 19:
Delete "**Sec. 23.10.765**"
Insert "**Sec. 23.10.760**"

Page 7, line 22:
Delete "**Sec. 23.10.770**"
Insert "**Sec. 23.10.765**"

Page 8, line 31:
Delete "**Sec. 23.10.775**"
Insert "**Sec. 23.10.770**"

Page 9, line 15:
Delete "**Sec. 23.10.780**"
Insert "**Sec. 23.10.775**"

Page 10, line 17:
Delete "**Sec. 23.10.785**"
Insert "**Sec. 23.10.780**"

Page 21, line 5:
Delete "**AS 23.10.780**"
Insert "**AS 23.10.775**"

CO-CHAIR FIELDS objected for the purposes of discussion.

REPRESENTATIVE COULOMBE noted that there was a section of the proposed legislation that allowed self-employed individuals to receive benefits. She noted that it made up approximately \$8,000 of the fiscal note. She suggested that, with the program being new, it would be better to remove that section and address it at a later time.

[4:25:19 PM](#)

CO-CHAIR HALL offered her support for Amendment 10.

[4:25:31 PM](#)

CO-CHAIR FIELDS asked for confirmation that Amendment 10 would reduce the fiscal note.

MS. HARBOUR confirmed that it was correct and noted that [DLWD] could save approximately \$700,000 with the amendment.

CO-CHAIR FIELDS withdrew his objection to Amendment 10.

CO-CHAIR FIELDS asked for confirmation that [DLWD] could divert funds into the proposed leave program as needed with the adoption of all prior amendments.

MS. HARBOUR responded that it was correct, providing the passage of the fiscal notes.

CO-CHAIR FIELDS stated that it was the intent for the administrative costs of the parental leave program to be paid by the funding mechanism established under HB 193 to avoid a UGF obligation.

[4:26:55 PM](#)

REPRESENTATIVE COULOMBE requested an estimate of operational costs to [DLWD].

MS. HARBOUR replied that there are two fiscal notes under HB 193. She estimated that the cost of tax collection would be approximately \$675,000 annually and additionally stated that the costs of administrating the program would be approximately \$875,000. She noted that in its first year of implementation, the program would be a little more expensive.

CO-CHAIR FIELDS announced that there being no further objection, Amendment 10 was adopted.

[4:28:09 PM](#)

REPRESENTATIVE COULOMBE moved to adopt Amendment 11 to HB 193, as amended, labeled 34-LS0612\G.20, A. Radford, 4/29/25, which read as follows:

Page 20, following line 12:

Insert a new bill section to read:

"* Sec. 3. 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 dependents

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

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

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

(4) REPEALED

(5) REPEALED]."

Renumber the following bill sections accordingly.

CO-CHAIR FIELDS objected for the purpose of discussion.

REPRESENTATIVE COULOMBE explained that the amendment would raise the per dependent benefit from \$23 to \$72. She noted that the adjustment reflects inflation. She further stated that the maximum total week 17 allowance for dependents could not exceed \$216 under Amendment 11.

CO-CHAIR FIELDS removed his objection. There being no further objection, Amendment 11 was adopted.

[4:29:20 PM](#)

REPRESENTATIVE BURKE moved to adopt Amendment 12 to HB 193, as amended, labeled 34-LS0612\G.4, A. Radford, 4/28/25, which read as follows:

Page 2, line 19, following "by,":

Insert "appointment as the legal guardian of that child by,"

Page 2, line 21, following "adoption":

Insert ", legal guardianship,"

Page 3, line 14:

Delete "or"

Page 3, line 16, following "AS 18.50.165":

Insert "; or

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

CO-CHAIR FIELDS objected for the purposes of discussion.

REPRESENTATIVE BURKE explained that the amendment would include adoption by way of tribal courts or personal relations under the "qualifying purpose language" under HB 193. She shared a personal anecdote, noting that her children were adopted through tribal courts. She noted that adoption would be allowed through documentation from a state or tribal court under Amendment 12.

[4:30:48 PM](#)

REPRESENTATIVE SADDLER stated his interpretation of petition under Amendment 12 would allow for leave once a petition, which may not be approved, is filed. He suggested removing petitions from the amendment.

REPRESENTATIVE BURKE suspected that the timeline between filing for guardianship to court hearing was much shorter in tribal courts than state courts. She noted that, in her experience, the child was in her custody for the duration of the process. She preferred to leave petition in the amendment.

REPRESENTATIVE SADDLER stated that his intent was to prohibit an individual from taking leave upon petition and another period of leave upon approval and decree of guardianship. He expressed his concern over a parent or guardian taking "two tranches of leave."

[4:32:21 PM](#)

CO-CHAIR FIELDS noted that a guardian or parent might need to travel to a neighboring community to complete the adoption process with the child. He stated that the leave was necessary to complete the process.

CO-CHAIR FIELDS, in response to an additional question from Representative Saddler, stated that the "total period of leave would be the same," but it could be possible that the period of leave would need to start before finalizing the adoption paperwork.

[4:33:36 PM](#)

REPRESENTATIVE BURKE confirmed that is the intent of the proposed amendment.

CO-CHAIR FIELDS, in response to concerns from Representative Saddler regarding language, noted that the committee would request Legislative Legal to look over the amendment.

REPRESENTATIVE SADDLER asked if changes in legal guardianship are frequent in the case of adoption. He shared concerns regarding subsequent leaves of absence with frequent changes in legal guardianship.

[4:34:30 PM](#)

REPRESENTATIVE COULOMBE stated that the scenario that Representative Saddler described happens frequently in foster care. She opined that a parent or guardian taking advantage of the leave of absence was inconsequential compared to the needs of the child.

[4:35:21 PM](#)

REPRESENTATIVE BURKE provided a personal anecdote, stating that she returned to her work within a week of her daughter's birth. She stated that she wanted to ensure that a child placed with an adult with the intent of adoption could receive the benefit throughout the process, which could be lengthy.

REPRESENTATIVE SADDLER offered his appreciation for the explanations.

[4:36:37 PM](#)

CO-CHAIR HALL offered her appreciation for the amendment.

CO-CHAIR FIELDS withdrew his objection. There being no further objection, Amendment 12 was adopted.

[4:37:29 PM](#)

CO-CHAIR HALL moved to report HB 193, as amended, out of committee with individual recommendations and the accompanying fiscal notes. There being no objection, CSHB 193(L&C) was reported out of the House Labor and Commerce Standing Committee.

[4:38:01 PM](#)

CO-CHAIR HALL thanked committee members for their collaboration on HB 193.

4:38:28 PM

ADJOURNMENT

There being no further business before the committee, the House Labor and Commerce Standing Committee meeting was adjourned at 4:38 p.m.