

HOUSE BILL NO. 61

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTY-FOURTH LEGISLATURE - FIRST SESSION

BY THE HOUSE RULES COMMITTEE BY REQUEST OF THE GOVERNOR

Introduced: 1/22/25

Referred: State Affairs, Labor and Commerce

A BILL

FOR AN ACT ENTITLED

1 "An Act relating to employment; relating to voluntary flexible work hour plans; relating
2 to the employment of minors; and relating to hours worked by minors employed in the
3 state."

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

5 * **Section 1.** AS 23.10.060(d)(14) is amended to read:

6 (14) work performed by an employee under a voluntary flexible work
7 hour plan **that does not exceed 40 hours a week and 12 hours a day** if

8 (A) the employee and the employer have signed a written
9 agreement **establishing the daily and weekly hours worked by the employee**
10 **under the plan** and the written agreement has been filed with the department;
11 and

12 (B) the department has issued a certificate approving the plan
13 [THAT STATES THE WORK IS FOR 40 HOURS A WEEK AND NOT
14 MORE THAN 10 HOURS A DAY]; for work **exceeding** [OVER 40 HOURS

1 A WEEK OR 10 HOURS A DAY UNDER] a flexible work hour plan not
 2 included as part of a collective bargaining agreement, compensation at the rate
 3 of one and one-half times the regular rate of pay shall be paid for the overtime;

4 * **Sec. 2.** AS 23.10.332(a) is amended to read:

5 (a) Except for employment exempted under AS 23.10.330 **and (e) of this**
 6 **section** and other employment specifically exempted by regulations adopted by the
 7 department, a minor under **16** [17] years of age may **only** [NOT] be employed **by** or
 8 allowed to work **for an employer who has received a general written authorization**
 9 **to employ minors from** [WITHOUT THE WRITTEN AUTHORIZATION OF] the
 10 commissioner unless authorized under AS 23.10.360 [OR UNDER (c) OF THIS
 11 SECTION].

12 * **Sec. 3.** AS 23.10.332 is amended by adding a new subsection to read:

13 (e) An employer is not required to obtain written authorization under (a) of
 14 this section to employ a minor under the direct supervision of a family member of the
 15 minor in a business owned and operated by the family member or on a boat owned and
 16 operated by the family member. In this subsection, "family member" means a parent,
 17 grandparent, adult sibling, aunt, or uncle.

18 * **Sec. 4.** AS 23.10.340(a) is amended to read:

19 (a) A minor under 16 years of age may not be employed for more than a
 20 combined total of **10** [NINE] hours school attendance and employment in one day. If
 21 employed, the minor's work may be performed only between 5 a.m. and 9 p.m.
 22 **Domestic work and baby sitting excepted,** employment [EMPLOYMENT
 23 OUTSIDE SCHOOL HOURS] may not exceed 23 hours in one week **when school is**
 24 **in session or 40 hours in one week when school is not in session** [, DOMESTIC
 25 WORK AND BABY-SITTING EXCEPTED].

26 * **Sec. 5.** AS 23.10.332(c) and 23.10.332(d) are repealed.

27 * **Sec. 6.** The uncodified law of the State of Alaska is amended by adding a new section to
 28 read:

29 REVISOR'S INSTRUCTION. The revisor of statutes is requested to change the catch
 30 line for AS 23.10.332 from "Authorization for children under 17 to work" to "Authorization
 31 to employ children under 16."