

Submitted by: Vice Chair Zaletel
Assembly Member Brawley
Prepared by: Legislative Services
For reading: March 5, 2024

ANCHORAGE, ALASKA
AR No. 2024-90

1 **A RESOLUTION OF THE ANCHORAGE MUNICIPAL ASSEMBLY SUPPORTING**
2 **THE POLICY INTENT OF ALASKA HOUSE BILL 100, AN ACT RELATING TO**
3 **TEACHER AND PUBLIC EMPLOYEE LEAVE.**
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6 **WHEREAS**, for years Alaska has faced net outmigration, especially of young families,
7 and that coupled with the lack of pensions and competitive benefits of state workers
8 has meant the state faces severe vacancy rates in the public sector; and
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10 **WHEREAS**, the Anchorage economy is suffering due to a labor shortage, which is
11 especially acute in the public employment sector. Employers are struggling to find and
12 maintain a strong workforce; and
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14 **WHEREAS**, paid parental leave has been shown to be good for the health of infants
15 and parents,¹ including lowering incidence of infant mortality and postpartum
16 depression, increased engagement and bonding between parents and children, and
17 reduction of child maltreatment, and other positive indicators; and
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19 **WHEREAS**, paid parental leave has also been shown to be good for employers, as it
20 is associated with increased employee retention, productivity and morale, as well as
21 increased labor-force participation²; and
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23 **WHEREAS**, through the Federal Employee Paid Leave Act, the United States
24 Government affords twelve weeks of paid leave to federal employees when a child is
25 born, adopted, or placed in a foster care arrangement, see 5 U.S.C. § 6382 (2019);
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27 **WHEREAS**, the Anchorage Assembly adopted AO 2023-20, as amended, which
28 enacted a paid parental leave benefit for employees not represented by unions, and
29 further, urged the Administration to confer with bargaining units for represented
30 employees to grant those employees the same parental leave benefit in future labor
31 negotiations; and
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33 **WHEREAS**, the Assembly in passing AO 2023-20, found it desirable for the
34 Municipality of Anchorage to have a paid parental leave program, joining numerous
35 private-sector employers in Anchorage and elsewhere; and
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37 **WHEREAS**, the ordinance provided a continuous 160 hours (four weeks) of paid
38 leave to municipal employees who are new parents so they can attend to medical

¹ Abrams, "The Urgent Necessity for Paid Parental Leave," v.53 MONITOR ON PSYCHOLOGY, No.3, AMERICAN PSYCHOLOGICAL ASSOCIATION (April 1, 2022), <https://www.apa.org/monitor/2022/04/feature-parental-leave>

² Kathleen Romig & Kathleen Bryant, "A National Paid Leave Program Would Help Workers, Families," Center for Budget and Policy Priorities (April 27, 2021), <https://www.cbpp.org/research/economy/a-national-paid-leave-program-would-help-workers-families>

1 needs, bond with their new child, and manage household chores and tasks without
2 sacrifice to their finances or commitment to their jobs; and

3
4 **WHEREAS**, Alaska House Bill 100, sponsored by Representative Jennie Armstrong,
5 seeks to assist with public sector employee retention and recruitment, as well as
6 support families in Alaska, by implementing a program offering paid family leave
7 benefits similar to those already operating in 10 other states; and

8
9 **WHEREAS**, HB 100 would create an insurance-based family leave policy for all state
10 employees as a form of short-term disability insurance, as well as creating an optional
11 opportunity for other political subdivisions, such as municipalities, to also purchase
12 plans from the insurance provider; and

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14 **WHEREAS**, this insurance program would allow for leave equal to 100% salary
15 replacement for a limited period, and could be used not only for parents with new
16 babies, but also for caring for an adult child with disabilities; a new adoption or foster
17 child in the home; care of a seriously ill dependent; and the employee’s own serious
18 health condition; and

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20 **WHEREAS**, HB 100 would also allow other employers to opt in to this program, as
21 well as allowing individual employees whose employer does not participate in the plan
22 to opt in and be responsible for out-of-pocket costs; and

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24 **NOW, THEREFORE, THE ANCHORAGE ASSEMBLY RESOLVES** to express its
25 support for the policy intent of HB 100 and urges the Alaska State Legislature to
26 expand paid parental leave opportunities for Alaska employees.

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28 This resolution shall be effective immediately upon passage and approval by the
29 Assembly.

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31 PASSED AND APPROVED by the Anchorage Assembly this 5th day of March, 2024.

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Chair

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38 ATTEST:

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42 Municipal Clerk