

Alaska Ballot Measure 1 FAQ

Ballot Measure 1 will take effect on July 1, 2025.

☐ What does Ballot Measure 1 do?

Increases the minimum wage, establishes sick leave, and prohibits employers from holding mandatory meetings for the primary purpose of sharing political or religious opinions.

☐ When do the minimum wage rates increase?

Ballot Measure 1 changes the minimum wage gradually over the next three years. Ballot Measure 1 will increase the minimum wage to \$13.00 on July 1, 2025, \$14.00 on July 1, 2026, \$15.00 on July 1, 2027.

☐ How does the minimum wage increase affect salary exempt employees?

Changes to the minimum wage also affect the minimum salary level to qualify as a salary-exempt employee, which is currently \$952.80/week (\$49,546/year). This will increase to, \$1,040.00/week on July 1, 2025, \$1,120.00/week on July 1, 2026 and \$1,200.00/week on July 1, 2027.

☐ Which employers are required to provide sick leave?

All employers in Alaska are required to provide paid sick leave to all employees, except for certain employees exempt from the requirements: Minors under 18 years of age that work less than 30 hours per week (*if the minor works more than 30 hours in a week, they must earn sick leave for all hours worked that week*), employed prisoners, apprentices receiving a minimum wage exemption approved by the Commissioner of the Department, student learners on a plan approved by the Commissioner of the Department.

☐ Do employers need to provide paid sick leave to part time employees?

Yes, part time employees must be provided with paid sick leave. Sick leave is accrued at the minimum rate of one hour of sick leave for every 30 hours of work. This ratio is used regardless of whether the hours worked are straight time, overtime, or paid at different rates, or worked in the same pay period.

☐ How much sick leave are employers required to allow employees to accrue?

Small employers, fewer than 15 employees, are required to allow employees to accrue and use up to 40 hours of sick leave per year. Employers with 15 or more employees are required to allow employees to accrue and use up to 56 hours of sick leave per year. *Employers are not required to pay out accrued sick leave at the end of employment.*

Have additional questions about Ballot Measure 1? Contact: Department of Labor & Workforce Development at (907) 269-4900. An investigator is on duty Monday through Friday from 8:30 a.m. to 4:30 p.m.