

Alaska labor law checklist 2026

Minimum wage	\$14.00 an hour.
Tipped cash wage	\$14.00 (no tip credit)
Next change	\$15.00 on July 1, 2027
Overtime	Overtime at 1.5 times the regular rate after 8 hours in a day or 40 hours in a week, for employers with 4 or more employees.
Exempt salary test	Exempt executive, administrative, and professional employees must earn at least twice the state minimum wage for a 40-hour week: \$1,120 a week in 2026.
Meal breaks	No state meal break law for adult employees. Federal law doesn't require meal breaks either, but if you give one of 30 minutes or more and the employee is fully relieved of duty, it can be unpaid.
Rest breaks	No state rest break law for adults. Under federal law, short breaks of 5 to 20 minutes that you choose to give must be paid.
Final pay if fired	Within 3 working days after termination.
Final pay if they quit	By the next regular payday that is at least 3 days after the employer gets notice.
Unused PTO	Not required by state law. Follow your written policy or contract, and apply it consistently.
Paid sick leave	Paid sick leave since July 1, 2025 (Ballot Measure 1). Employees earn 1 hour for every 30 hours worked. Employers with fewer than 15 employees must allow up to 40 hours a year; employers with 15 or more, up to 56 hours.
Paid family leave	No state paid family leave program. The federal FMLA gives eligible employees of employers with 50 or more employees up to 12 weeks of unpaid, job-protected leave.
Pay transparency	No statewide pay transparency law requiring pay ranges in job postings.
New hire reporting	Report each new hire within 20 days of the hire date, the federal deadline.
State income tax	No state income tax on wages.
State agency	Alaska Department of Labor and Workforce Development: https://www.labor.state.ak.us

What trips up Alaska employers

- ☐ Daily overtime after 8 hours catches seasonal employers running 10-hour shifts.
- ☐ Tipped employees must get the full \$14.00 before tips. Alaska allows no tip credit.
- ☐ The exempt salary test rises with the minimum wage, so recheck salaried staff each July 1.
- ☐ Check the minimum wage on January 1 and July 1, and update payroll and posters.
- ☐ Confirm final pay timing before every termination meeting.

All 50 states and DC, comparison tables, and a free CSV: hrtally.com/state-labor-laws

Compare HR and payroll software for multi-state employers at www.hrtally.com