



May 4, 2026

Representative Carolyn Hall, Co-Chair
Representative Zack Fields, Co-Chair
House Labor and Commerce Committee

Re: Senate Bill 21, AK Work & Save Program (version 34-LS0254\H)

Dear Co-Chairs Hall, Fields, and members of the House Labor and Commerce Committee,

The Alaska Chamber (the Chamber) writes to request an amendment to Senate Bill 21, an act establishing the Alaska Work and Save Program in the Department of Revenue; and providing for an effective date.

The Alaska Chamber is the state's largest statewide business advocacy organization. Our mission is to promote a healthy business environment in Alaska. The Chamber has more than 700 members and represents businesses of all sizes and industries from across the state, representing 58,000 Alaskan workers and \$4.6 billion in wages.

The Alaska Chamber supports the goal of increasing access to retirement savings opportunities for Alaskans, which Senate Bill 21 seeks to do by establishing the Alaska Work and Save Program to expand access to retirement savings for workers without employer-sponsored plans. In today's competitive workforce environment, tools that help employees plan for their financial future can play an important role in recruitment and retention. We appreciate the intent behind SB 21 and recognize the value such a program could provide.

However, we oppose the employer mandate included in the bill. Requiring businesses with five or more employees that do not currently offer a retirement plan to facilitate participation in a state-administered program imposes new administrative and compliance burdens on employers, particularly small and mid-sized businesses that may lack the capacity to comply with yet another mandate. Even with limited liability, the operational requirements of enrollment, payroll deductions, and ongoing compliance create added complexity for employers already navigating a challenging business environment.

We believe there is a path forward that achieves the bill's objectives without placing undue burden on Alaska's employers. Specifically, we encourage the Legislature to amend SB 21 to allow employers to opt in to the program rather than be required to participate. An opt-in approach would preserve flexibility for businesses while still expanding access to retirement savings for workers who choose to participate.

In summary, the Alaska Chamber supports the concept of SB 21 but cannot support the bill as currently written due to the mandatory employer participation requirement. We urge policymakers to adopt an opt-in framework that balances employee access with employer flexibility. Thank you for considering the Alaska Chamber's comments.

Sincerely,

A handwritten signature in black ink that reads 'Kati Capozzi'.

Kati Capozzi
President and CEO



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