

ADDITIONAL LEAVE LAWS

ALASKA, IDAHO, AND MONTANA

ALASKA LAWS

- Alaska Family Leave Act (AFLA) applies to public employees only. Job-protected leave for certain public employees for own or family member's serious medical conditions, pregnancy, childbirth, or adoption.
 - 18 weeks of leave within a 24-month period for an employee's own or immediate family member's serious medical condition, pregnancy, childbirth, adoption of child (not step-child).
 - AFLA covers childbirth, adoption, family serious medical condition, or employee's own serious medical condition.
 - Employee can be required to use PTO/sick leave first.
 - AFLA runs concurrently with FMLA (and also workers' compensation).
- Alaska Paid Sick Leave Law applies to public and private employers. Started July 1, 2025!
 - Most public and private employees accrue paid sick leave, starting the first day of employment (excepting minors working part time, summer camp employees, others).
 - 90-day waiting period to use paid sick leave for new employees.
 - Employees earn one hour of paid sick leave for every 30 hours worked (excludes holidays, vacation, etc.).
 - Employers with fewer than 15 employees (in Alaska) may cap accrued sick leave hours at 40 hours; employers with 15 or more employees may cap accrued sick leave hours at 56 hours.
 - Sick leave can be used for personal or family illness, domestic violence, sexual assault, stalking.



WRITTEN BY:
Heather Van Meter

IDAHO LAWS

- Public employees are entitled to accrue paid sick leave by statute.
- Public employees are entitled to up to eight weeks of parental leave for qualifying events.
- FMLA still applies

MONTANA LAWS

- Montana state public employees are entitled to accrue paid sick leave.
- FMLA still applies.

Disclaimer: This summary is not legal advice and is based upon current statutes, regulations, and related guidance that is subject to change, with or without notice. It is provided solely for informational and educational purposes and does not fully address the complexity of the issues or steps employers must take under applicable laws. For legal advice on these or related issues, please consult qualified legal counsel directly.