Alaska State Postings



ALASKA

The Alaska Human Rights Law (AS 18.80.220) and Federal Law Prohibit

SEXUAL HARASSMENT

- UNWELCOME SEXUAL ADVANCES:
- REQUESTS FOR SEXUAL FAVORS; or VERBAL/PHYSICAL/VISUAL CONDUCT OF A SEXUAL NATURE
- submission to the conduct is made an explicit or implicit term or condition of employment;
- (2) submission to or rejection of the conduct is used as the basis for an employment decision
- (3) the conduct has the purpose or effect of unreasonably interfering with an individual work performance or creating an intimidati or hostile work environment.

- IF YOU BELIEVE YOU HAVE BEEN SEXUALLY HARASSED YOU MAY CONTACT THE COMMISSION
- TUMAN RIGHTS COMMISSION WITHIN ONE HUNDRED EIGHTY (180) DAYS OF THE ALLEGED DISCRIMINATORY ACT. COMPLAINTS MUST BE FILED WITH THE ALASKA HUMAN RIGHTS COMMISSION WITHIN ONE
- DISCRIMINATORY ACT.

 COMPLAINTS MUST BE FILED WITH THE EQUAL
 EMPLOYMENT OPPORTUNITY COMMISSION WITHIN
 300 DAYS OF THE ALLEGED DISCRIMINATORY ACT.

800 A Street, Suite 204 Anchorage, AK 99501 Toll Free 800/478-4692 In Anchorage 274-4692 TTY/TDD 800/478-3177

Equal Employment Opportunity Commission

leral Office Building



Notice to Employees

As an employee of this company, you are covered by Unemployment Insurance (UI). The UI program is administered by the Division of Employment and Training Services of the Alaska Department of Labor and Workforce Development.

Alaska Department of Labor and Wordonce Development.

The purpose of UI is borroided partial replacement of wages between jobs. If a business has to reduce wages or hours, or temporarely by off worders. IJ gives worders financial security and represent youing powers of hey car remain in the community. This, in turn, helps employers keep their trained work force. IJ payments protect the exercising half words or committee will unemployed workers are reemployed. Ut helps to reduce the family and community problems caused by layoffs or a facility of pibe.

reduce the Enthyl and community problems caused by lysich's or a lack of job.

"You and your employer bigh you you Ill premiums (bases), You you about 27 years
and your employer pays 73 persent. Generally speaking, if you receive one was the control of the problems of t

a. Institute in a content grower and the property of the content of the eligible for benefits. You must have earned wages in jobs that are covered by the law, the your calmin for U, and register for work with the Sakask Enriplyment Service or your troist. You must also be ready, willing and able to accept suitable work. If you quit or are fired from your last job, or if anything is keeping you from accepting full-time work, you may not immediately be eighle for benefits.

file a NEW claim or REOPEN an existing Alaska claim for UI benefits on the Internet, to labor.alaska.gov and click on "File Unemployment Benefits Online."

To file for UI by telephone and for all other UI assistance, contact your local UI claim center. The phone numbers are listed below. If you do not reside in one of the cities below, use the totil free number.

horage: (907) 269-4700 Juneau/outside Alaska: (907) 465-5552 banks: (907) 451-2871 All other areas in Alaska: (888) 252-2557

The toll-free telephone number to connect to Alaska Relay is (800) 770-8973 or voice (800) 770-8255.

(800) 770 cms) be contided to a refund of excess employee contributions to the 18 Trust Fund if you had two or more employers in a calendar year, your withholdings exceeded the maximum arrante employee but any corresponent is 50 greater. For the year you are cleaming a refund, the filling describe for your application in Dec. 31 of the you had not been employee deduction withhold by any one employee; your employee is responsible for refunding this excess deduction to your properties. The properties of the prope

ALASKA DEPARTMENT OF LI

Alaska employers are required by law to post this notice

SAFETY AND HEALTH PROTECTION ON THE JOB

EMPLUYERS: Each employer shall furnish to each of their employees, employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to their employees; and shall comply with occupational safety and health standards issued under the law.

sith inspections to entitle componence in the inspection in IMSPECTION:
The lare requires that a representable of the employees be given an opportunity to excensive just the process of acting the inspection. Pursuant to AS 18,00,005, time spent by an employee admit pin impection. Pursuant to AS 18,00,005, time spent by an employee admit pin impection and be considered actine worked, and the employee admit pin impection and be considered actine worked, and the employee admit be compensed accordingly.

Where there is no authorized employee representative, the Compliance Officer must consult with a reasonable number employees concerning safety and health conditions in the w

COMPLIANCE COMPLAINT:

loyees or their representables have the right to file a complaint in gwith the nearest Alaska Department of Labor and Workforce alopment office requesting an inspection if they believe unsafe or railful conditions exist in their workplace. Their names will be self upon request.

The law provides that employees may not be discharged or discriminated against in any way for filing safety and health complaints or otherwise exercising their rights under the law

complains or otherwise occursion plur in rights under the law.

DISCRIMINATION DOMPLAINT:
Pursuar in SA 18.60.089, an employee may not be discharged or
discriminated against because they life do complaint, instituted, or
caused to be instituted a proceeding related to the enforcement of
coccupations sailery and health schedulers, the selected or is
expected to beattly in a proceeding relating to occupations sailery and
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PROPOSED PENALTY:

\$145,UZ_00 for each violation.

Criminal penalties are also provided for in the taw. Any willful violation resulting in death of an employee upon conviction is punishable by a fine not more than \$10,000 or by imprisonment for not more than 6 months, or by both. Conviction of an employer after a first conviction doubles these maximum penalties.

VOLUNTARY CITIETY:
While providing penalties for violations, the law also encourages efforts by labor and management, before an inspection, to reduce injuries and illnesses arising out of employment.

out of employment.

The Aleaka Department of Labor and Workforco Development encourages employers and employers to reduce workplace laceads violated and proceeding and employers and employment of the emble imprograme and workplace and individuols and eliminated in Code cooperative action would make place on the behindlication and eliminated in Code companies and employers and employers. The Aleaba Department of Labor and Workforce Development will it arrival a consultant violated in lapacet the premises and identify incorns without accessing premillers.

MORE INFORMATION

IT'S YOUR RIGHT TO KNOW

About toxic and hazardous substances and physical agents

Employers must train employees in the health effects of the toxic or hazardous

ass premises.

Finployers must keep on file and make available during the work-shift, Safely Data Sheets (SDS) for each tools or hazar substance or physical agent for which employees may be exposed. Employees must remove employees from exposure the substance or physical agent if an SDS cannot be obtained and provided to employees within 15 calendard rays of a reg

The Alaska Department of Labor and Workforce Development will provide assistance to employers in the form of SDS program development aids, on-site program review, and safety seminars.

For more information, employers, employees, and concerned citizens may contact the Alaska Department of Labor and Workforce Development, Labor Standards and Safety Division, Occupational Safety and Health at https://labor.alaska.gov/lss/oshhome.htm.

1251 Muldoon Road, Suite 109 Anchorage, AK 99504 (907) 269-4940

1111 West 8th Street, Suite 304 P.O. Box 111149 Juneau, AK 99811-1149 (907) 465-4855

AS 18.60.058(a) requires employers to notify either AKOSH or OSHA within eight hours of an in-patient hospitalization, loss of an eye, amputation, or fatality.

or (907) 451-2888



SUMMARY OF ALASKA CHILD LABOR LAW



HOURS OF WORK RESTRICTIONS NO MINOR UNDER 18 MAY WORK MORE THAN 6 DAYS IN ANY WORK WEEK

ALASKA YOUTH UNDER THE AGE OF 14 MAY WORK ONLY IN THE FOLLOWING OCCUPATIONS:

- cooperage, "Operation of power-driven woodworking machines, "Occupations with exposure to endoactive auditances and to initing redistion. Occupations with exposure to endoactive auditances and to initing redistion. Occupations of welvalues of early power-driven flowly groupstame. Operated of selectors of early power-driven metal forming, purching and sharing machines. Occupations involved in the operation and cleaning of power-driven basivey machines. Occupations involved in the operation and cleaning of power-driven basivey machines. Occupations involved in the operation and televiside of power-driven power power and power of the operation and cleaning of circular sease, band saves, and guillotine features.

ADDITIONAL RESTRICTIONS FOR 14 & 15 YEAR OLDS:

- Any work in an establishment that surve alcoholic bewargers.
 Phallic messagers are study and the phallic messagers are study of the work.
 Occupations in or about cameries, except of the work.
 Werk performed in a routo bloiser, explair mora or reletat.
 Work involved with maintenance or repair of the establishments machines or equipment.
 Work involved with maintenance or repair of the establishments machines or equipment.
 Occupations that involve working from vindowings, ladders, carifolds or their substitutes.
 Occupations have involve working from vindowings, ladders, carifolds, chappens, cutter and baskry type misses.

BREAKS:

ALCOHOL:

; is 16 and under must have a work permit on file with the Department. If the or has a restaurant designation and is licensed to sell alcohol, then all minors 17 age must also have an approved work permit. TOBACCO & PULL-TABS:

DBACCO & PULL-TABS; XS 11.78.105 eretricts access to areas where tobacco and tobacco products are so Minore under 19 may not sell tobacco or tobacco products in the course of their er 15 AAC 1604.6090 prohibits the sell of pull-thosb by anyone under the age of 21. JARJUJANA & CANNABIS INDUSTRY;

FOR FURTHER INFORMATION CONTACT: ALASKA WAGE AND HOUR ADMINISTRATION

EMERGENCY INFORMATION

DOCTOR AMBULANCE FIRE DEPT. OTHER

WORKERS' COMPENSATION

This Posting is for Informational Purposes Only

Summary of Alaska Wage and Hour Act



Effective January 1, 2023, the Alaska minimum wage shall be \$10.85 per hour.

Alaska Statute 23.10.050 – 23.10.150 establishes minimum wage and overtime pay stant for employment subject to its provisions. These standards are generally applicable to all employees. School bus drivers, however, shall receive at least two times the Alaska minim wage. Other exceptions to the minimum wage requirement follow.

- By U.S., state or local governments (i.e., political subd
- voluntary service in the negretiments (i.e., political subdivisions);
 voluntary service in the negretif activities of a religious, charitable, cemetery, ducational or other negretif activities;
 opposit activities;
- outh under age 18 employed part-time for not more than 30 hours in any week

- Solely as a watchman or caretaker on a premises out of operation for longer than four

Overtime Hours

Compensation at the overtime rate is not required in the following cases:

By an employer who employs three or fewer people in the regular course of business;

- i individual employed as an outside buyer of poutby, eggs, cream or milk in their raw or dural state;

- Work performed by certain flat-rate mechanics primarily engaged in servicing autociligit trucks, and motor homes, subject to certain and specific provisions (see AS 23.10.060(6)(17));
- - es as defined by regulations of the Commissioner of Labor and Workforce
 - Devisionment. A fine had trusk driver for a tiple occording 100 road miles one way if the orther's pay includes overvining pay for work in excess 44th boars per veek or depit hours per day, and if the rail of a yet is completed to the minimum varieties of the minimum varieties. Which particularly written agreement addressing the hard of yets or completed to the minimum varieties any written agreement addressing the harding of work with almost predivision, and written green addressing the subject to authorize the order of the faithery Labor Act (45 LS.S. 16-18), including enterprisent as constant sortion encountered than the particular partic

stations. An employee in otherwise exempted employment or a proprieter in a netal or service establishment engaged in harding lastegrabic, insightine or radio messages under an anguery of commarciation company when the telegraph message or communication reviews of the supery does not exceed 5000-1100 TET has not not common the superior between the exceed 5000-1100 TET has not not common the superior between the exceed 5000-1100 TET has not not convenient to the convenient to

purposes only war to not to be contributed as fraing the effect of law.

Musprise should be made to Wago and law. Ambinistration, Alexaba Department of Labor and Wondriers Development, 1251 Muldoon Read, Stalls 113, Anchrange, AK 99504

Phone, (907) 2980–9000 Emile, statewish warphur-Wallsaka gov

Recordkeeping

An employer shall keep for a period of at least three years all payroll information and records for each employer at the place of employment.

Post in a Prominent Place

Notice to Employers / Employees

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