Alaska State Postings



Title VII of the Federal Civil Rights Act

SEXUAL HARASSMENT

IS ILLEGAL.

If you have experienced:

- Unwelcome Sexual Advances;
- Requests for Sexual Favors;
- Sexual comments or conduct that interferes with your work or creates a hostile work environment; or
- Your employer has made decisions about your job based on whether you accepted or rejected sexual advances, comments, or conduct,

You may be the victim of sexual harassment.

If you believe you may have been sexually harassed, contact the Alaska Human Rights Commission. Statutes of limitation apply.

It is illegal for your employer to fire you or to take other actions against you because you report or oppose sexual harassment.

Alaska State Commission for Human Rights 800 A Street, Suite 204 Anchorage, AK 99501

Toll Free: 800-478-4692 In Anchorage: 274-4692 https://humanrights.alaska.gov



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.

Assess a companient or Laxes was was not seen even great or the purpose of UI is to provide partial replacement of wages between jobs. If a business has to reduce wages or hours, or temporary by off workers, UI gives workers financial security mel emprorary busing owners to they can remain in the community. This in furn, helps employers keep their trained work store. UI payments protect the economy Askest's communities until unemployed workers are reemployed. UI helps to reduce the family and community proteins caused by layorts or a lack of play.

issuing and continuing processing caused syndrois or a fixture place (assets). You got about 27 percent and your employer plays 73 percent. Contentily speakfail, If you receive one week of to many plays the plays of the employer may withflow fifty only our enrighty for employee profess of the Italy Wagase in excess of the modinium annual basele wage of for the calendar year are non-basele. Courter and party years maximum annual basele wage percent plays of the the Ut but raise are posted on the Employment Security Tax weedels at: these datasets are posted on the Employment Security Tax weedels at:

interor assess, gover escaurage or union.

As with any insurance, you must meet certain qualifications to be eligible for benefits. Vou must have earned vagos in jobs that are covered by the law, file your claim for UL and register for work with the Alaska Employment Service or your union. You must also be ready, willing and able to accept shallbe 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 eligible or benefits.

To file a NEW claim or REOPEN an existing Alaska claim for UI benefits on the Internet, go o 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

Anchorage: (907) 269-4700 Juneau/outside Alaska: (907) 465-5552 Fairbanks: (907) 451-2871 All other areas in Alaska: (888) 252-2557 The fell-free telephone number to connect to Alaska Relay is (900) 770-8259 (900) 770-8259

(800) (74-2625).

You may be entitled to a retund of excess employee contributions to the U Trist Fit If you had two or more employers in a calendar year, your withholdings secreded the moreatimum annual employee lax and your overpoyment is SS or greater, For the yeary our are claiming a rethrick, the filing deadline for your application is the 31 of the following calendar year, off you had more than the legal maximum employee delauction withhold by any one employer, your employer is responsible for reflunding this excess delauction to leave the contribution of the second of the seco



SAFETY AND HEALTH PROTECTION ON THE JOB

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self supportions to results ourspanning. WISPETION.
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COMPLIANCE COMPLAINT:

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Compliance or their representatives have the right to file a complaint in

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Conservment of Labor and Workforce

Employees and their representatives have a right to call an inspector's attention to possible violations in writing or orally.

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

DISCRIMINATION COMPLAINT:

UISCRIMINATION COMPLAINT:
Present to \$51,80,0009, an employee may not be discharged or described or part of \$18,00009, an employee may not be discharged or described agreed received by the part of a complaint, instituted, or described to the part of the part of the complaint stelly and health standards, or her settlified or is expected to bestlift an proceeding related to cougadeous stelly and health. And employee who believes they have been discriminated agrant may the accumisant with the nearest 65H and our Assats Occupations Safely and Health effice within 30 days of the alleged discrimination.

CITATION

If upon inspection, the Compliance Officer believes an employer has violated the law, a citation alleging such violations will be issued to the employer. Each citati will specify a time period within which the alleged violation must be corrected. The citation must be prominently displayed at or near the place of alleged violation from the days, or until it is corrected, whichever is later, to warn employees of dangers that may exist there.

dangers that may exist there. PROPOSED PEALATY:
The law provides for mandatory permittees against employers of up to \$16,131.00 for other violations, Permittees of up to \$16,131.00 for other violations. Permittee of up to \$16,131.00 for other violations. Permittee of up to \$16,131.00 for other violations. Permittees of up to \$16,131.00 for each violation. Current permitty supplements may be found with violation resulting in other violations. Permittees are also provided for in the tax. Any with violation resulting in other of an employer approximation by an infer on frame than \$10,000 or by imprisonment for not more than 6 months, or by both. Connection of an employer affect and connection of one of the permittees are an employer after a feat connection ordinates.

an employer after a first conviction bounds times maximum penations.

VOLUNTARY ACTIVITY:

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

MORE INFORMATION:

Occupations saliesy and release in the authorises shown at the bottom of this pip. PROGRAM COMPLAINT:

Under a plan approved July 31, 1973, by the U.S. Department of Lost A. Best Service of Alles Service Completion Solley and results Administration COSH4, the State of Alles Service Completion Solley and results Administration COSH4, the State of Alles Service Completion Solley and Service Alles Service Completion Solley Service Servi

IT'S YOUR RIGHT TO KNOW

- siness premises.

 Enployers must keep on file and make available during the work-chift, Sadely Data Sheets (SDS) for each toxic or hazar substance or physical agent to which employees may be exposed. Employers must remove employees from exposume the substance or physical agent if an SDS cannot be obtain and provided to employees within 15 calendar days of a rec.

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, http://labor.alaska.gov/iss/oshhome.htm.

• 24-hour OSHA hotline 1-800-321-6742

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

AKOSH 1-800-770-4940 or 24-hour OSHA hotline 1-800-321-6742



Rev. November 2024

SUMMARY OF ALASKA CHILD LABOR LAW



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

LASKA

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

IEN SCHOOL IS IN SESSION. Hours will be limited to a total of nine hours of school attenda plus employment in any one day; work will be performed only between the hours of 5 a.m and 9 p.m. and total hours worked will be limited to 23 in any week.

MINORS 17 AND UNDER CANNOT BE EMPLOYED IN:

- occupations in manufacturing, handling or use of explosives. Occupations of motor vehicle driver or helper (some limited restrictions). Whing operations including coal. Logging or occupations in the operations of any sawmill, lathe mille, shingle mill or cooperano.

- Cogglidar Sociations in an experience of the measurement of the comment of the co

- Electrical work with voltage exceeding 220, or outside erection or repair and including telegraph and telephone lines.

 Occupations involving exposure to bloodborne pathogens.

ADDITIONAL RESTRICTIONS FOR 14 & 15 YEAR OLDS:

- DOTIONAL RESTRICTIONS FOR 14.8.15 YEAR OLDS:

 Occupation in manufactured, mining or possessine, including work-rooms or places where pools are manufactured, minind or dehensite processed.

 Occupations involved in operation of power-device machinery chee than office machiner. Occupations involved in operation of power-device work.

 Any work in an establishment that serves acknowled bearings.

 Public measuring works.

 Public measuring works.

 Occupations in or dout commission, except office work.

 Occupations and out-devices accept office work.

 Work worked with maintenance or report of the establishment or equipment.

 Work involved with maintenance or report of the establishment of the complete to the other or the complete to the other working from variational, letter, exceptions for the other or the authorities.

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 Occupations in humphoness and strongs except office and derical work.

 Occupations in humphoness and strongs or properly except office or sales work.

ALCOHOL: All minors 16 and under must have a work permit on file with the Department. If the employer has a rectaurant designation and is Loensed to sell abohol, then all minors 17 years of age must also have an approved work permit.

years of age must assor street as appeared.

AS 1.7.6.106 restricts access to areas where tobacco and tobacco products are seen and all the second of the se

MARIJUANA & CANNABIS INDUSTRY:

 1251 Muldoon Road, Suite 113
 1111 W. 8th Street, Suite 302
 675 7th Avenue, Station J-Inchorage, AK 99504
 Juneau, AK 99002-1149
 Fairbanks, AK 99701

 9077 269-4900
 (907) 465-4842
 (907) 451-2886

EMERGENCY INFORMATION

DOCTOR UNSPITAL POLICE FIRE DEPT.

ALASKA DEPARTMENT OF LABOR

WORKERS' COMPENSATION

This Posting is for Informational Purposes Only

Summary of Alaska Wage and Hour Act



Effective January 1, 2025, the Alaska minimum wage shall be \$11.91 per hour.

Alaska minimum wage and overtime requirements do not apply to any individual employed as follows:

- Level per a qualitic life; or the hand picking of shring; in domestic service (including balaytimg) for a short a printe home; By U.S., state or long soverments (i.e., political subdivisions); in voluting service in the congretic architism of a neligious, charitatie, cemetery, exclusional or other appropriate grantation which are related only to the organization's nonprorat such constraints.
- Youth under age 18 employed part-time for not more than 30 hours in any week
- An individual who is employed by a motor vehicle dealer and whose primary duty is to (a) receive, analyze or reference requests for service, repair or analysis of motor vehicles; (b) arrange financing for the sale of motor vehicles and related products and services that are part of the sale; or (c) solicit, sall, lease or exchange motor vehicles;
- A student participating in a University of Alaska practicum described under AS 14.40.065
- A person licensed under AS 08.54 and who is employed by a registered guide or master guide licensed under AS 08.54 for the first 60 workdays so employed during a calendar
- An independent taxicab driver who establishes the driving area and hours, who contracts on a flat rate basis for use of the cut, permit or dispatch services, and who is compensated solely by the customers served; Solely as a whichman or caretaker on a premises out of operation for longer than four months:

- in the section to place to that occur interpret.

 An individual engaged in activities for a nonprofit religious, charitable, civic, cemetery, recreational or educational organization where the employer-employee relationship does not, in fact, exist, and where services rendered to the organization under a work activity requirement of AS 47.22 (lakeks temporary assistance programs;

- 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; An individual employed in handling, packing, storing, pasteurizing, drying, canning, or preparing in their raw or natural state agricultural or horticultural commodities for market, or in making cheese, butter or other dairy products;

- An individual employed as an outside buyer of poultry, eggs, cream or milk in their raw or natural state:

- A community health aide employed by a local or regional health organization as those terms are defined in AS 18.28.100;

- Casual employees as defined by regulations of the Commissioner of Labor and Workforce
- the rate of ony les composable to the mammum wage; Work prefermed by a montployme under a voluntly written agreement addressing the trading of nots shifts among employee, if employed by an in cranier subject to subchard to the flashings Labor Acid Sci. Sci. 19-18-19, including employered as a conformer serv representative, subject to critical provisions (see AS 23.10.056)(19); Work performed by a flash cover marker employed by an in currier subject to 45 U.S.C. 181-198 (subcharquer in of the Pallayor Labor Acid.)

stations.

*A employee in otherwise exempted employment or a proprieter in a retail or service establishment empaged in handing beingraphic, beleatons or ratio messages under embles the propriete in the propriete interpretation of the propriete interpretation of the propriete interpretation of the service does not exceed \$500 honding \$100 ho

Post in a Prominent Place

Notice to Employers / Employees as its own minimum wage law which requires posting a notice regarding of that law. Employers are still required to post the Federal Minimum from the U. S. Dept, of Labor Fair Labor Standards Act in addition to this ig. According to the Dept. of Labor, where Federal and state law have

This Posting is for Informational Purposes Only

ALASKA

SP-AK-E

iHRSource www.ihrsource.co 800-848-0088

These files may not be printed out and posted to meet legal compliance posting requirements. Required posters to meet legal compliance posting requirements are physically posted at all CarMax locations.

ALLC 20250127

Compliance Date January 2025



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Training Videos & HR Supplies