EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Employees (current and former), including managers and temporary employees Job applicants

Union members and applicants for membership in a union

 Educational institutions (as employers) Staffing agencies

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:

 Color Religion

lawsuit, investigation, or proceeding • Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation What Employment Practices can be Challenged as **Discriminatory?** All aspects of employment, including: • Discharge, firing, or lay-off · Harassment (including unwelcome verbal or

• Retaliation for filing a charge, reasonably opposing

discrimination, or participating in a discrimination

physical conduct) Hiring or promotion Assignment • Pay (unequal wages or compensation) • Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice Benefits

 Job training Classification Referral • Obtaining or disclosing genetic information of employees • Requesting or disclosing medical information of employees

• Conduct that might reasonably discourage someone

from opposing discrimination, filing a charge, or

interferes with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or pregnancy accommodation **What can You Do if You Believe Discrimination** has Occurred?

participating in an investigation or proceeding

· Conduct that coerces, intimidates, threatens, or

Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways: **Submit** an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx

Call 1–800–669–4000 (toll free) 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) Visit an EEOC field office (information at www.eeoc.gov/field-office)

Additional information about the EEOC, including information about filing a charge of discrimination, is

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) **Protected Veteran Status** The Vietnam Era Veterans' Readjustment Assistance Act enforces the nondiscrimination and affirmative action commitments of companies of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, doing business with the Federal Government. If you are applying for a job with, and requires affirmative action to recruit, employ, and advance in employment, or are an employee of, a company with a Federal contract or subcontract, you are disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Executive Order 11246, as amended, prohibits employment discrimination by Retaliation Retaliation is prohibited against a person who files a complaint

Federal contractors based on race, color, religion, sex, sexual orientation, gender of discrimination, participates in an OFCCP proceeding, or otherwise opposes identity, or national origin, and requires affirmative action to ensure equality of discrimination by Federal contractors under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action protects applicants and employees of Federal contractors from discrimination The Office of Federal Contract Compliance Programs (OFCCP) based on inquiring about, disclosing, or discussing their compensation or the

E-Mail info@eeoc.gov

available at www.eeoc.gov

U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free)

includes not making reasonable accommodation to the known physical or telecommunications relay services. OFCCP may also be contacted by submitting a mental limitations of an otherwise qualified individual with a disability who is an question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling applicant or employee, barring undue hardship to the employer. Section 503 also an OFCCP regional or district office, listed in most telephone directories under U.S.

of employment, or where employment discrimination causes or may cause of the job. If you believe you have been discriminated against in a program of any discrimination in providing services under such programs. Title IX of the Education institution which receives Federal financial assistance, you should immediately Amendments of 1972 prohibits employment discrimination on the basis of sex in contact the Federal agency providing such assistance. educational programs or activities which receive Federal financial assistance.

or master guide licensed under AS 08.54 for the first 60 workdays so employed

contracts on a flat rate basis for use of the cab, permit or dispatch services, and

♦ Solely as a watchman or caretaker on a premises out of operation for longer

♦ 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 47.27 (Alaska

◆ By a nonprofit educational or child care facility to serve in place of a parent of

children in residence if the employment requires residence at the facility and is

compensated on a cash basis exclusive of room and board at an annual rate of

not less than \$10,000 for an unmarried person; or \$15,000 for a married couple.

employed, as long as the individual is not employed in excess of 12 hours per

day or 56 hours per week during a period of not more than 14 workweeks in the

♦ An employee employed in connection with publication of a weekly, semiweekly

♦ Casual employees as defined by regulations of the Commissioner of Labor and

◆ A line haul truck driver for a trip exceeding 100 road miles one way if the driver's

hours per day, and if the rate of pay is comparable to the minimum wage;

♦ Work performed by an employee under a voluntary written agreement

addressing the trading of work shifts among employees, if employed by an air

carrier subject to subchapter II of the Railway Labor Act (45 U.S.C.181-188),

including employment as a customer service representative, subject to

♦ Work performed by a flight crew member employed by an air carrier subject to

◆ A switchboard operator employed in a public telephone exchange that has

♦ An employee in otherwise exempted employment or a proprietor in a retail or

service establishment engaged in handling telegraphic, telephone or radio

messages under an agency or contract arrangement with a telegraph or

communications company where the telegraph message or communications

pay includes overtime pay for work in excess of 40 hours per week or eight

aggregate in any calendar year during the mining season;

or daily newspaper with a circulation of less than 1000;

certain provisions (see AS 23.10.060(d)(18)).

45 U.S.C. 181-188 (subchapter II of the Railway Labor Act);

who is compensated solely by the customers served:

♦ In delivery of newspapers to the consumer;

♦ In the search for placer or hard rock minerals:

temporary assistance program);

Workforce Development:

fewer than 750 stations:

(Revised 6/27/2023)

SUMMARY OF ALASKA WAGE AND HOUR ACT

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

Alaska Statute 23.10.050 – 23.10.150 establishes minimum wage and overtime pay standards 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 minimum wage. Other exceptions to the minimum

Alaska minimum wage and overtime requirements do not apply to any individual employed as follows: ♦ A student participating in a University of Alaska practicum described under AS

14.40.065:

during a calendar year;

than four months:

♦ In the taking of aquatic life; or the hand picking of shrimp; In domestic service (including babysitting) in or about a private home;

to the organization's nonprofit activities; In a bona fide executive, professional or administrative capacity as defined in regulations of the Commissioner of Labor and Workforce Development and in

the FLSA; or in certain computer occupations, or as an outside salesman, or as any salesman working on a straight commission basis; Youth under age 18 employed part-time for not more than 30 hours in any • 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, sell, lease or exchange motor vehicles: An individual who provides emergency medical services only on a voluntary

basis; serves with a full-time fire department only on a voluntary basis; or provides ski patrol services on a voluntary basis;

Overtime Hours

The standard workweek shall not exceed 40 hours per week or eight hours per day. Should an employer find it necessary to employ an employee in excess of these standards, overtime hours shall be compensated at the rate of one and one-half times the regular rate of pay.

♦ By an employer who employs three or fewer people in the regular course of 💮 ♦ An employee of a small mining operation where not more than 12 people are 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; Agricultural employees; An employee employed as a seamen; ♦ Workers engaged in planting or tending trees, cruising, surveying, bucking or felling timber, preparing or transporting logs or other forestry products to the mill, processing plant, railroad or other transportation terminal if the total

number of employees in such lumber operations does not exceed 12; An individual employed as an outside buyer of poultry, eggs, cream or milk in their raw or natural state; Hospital employees whose duties include the provision of medical services; • An employee under a flexible work hour plan which is included as part of a collective bargaining agreement; An employee under a voluntary flexible work plan if the employee and

employer have signed a written agreement which has been approved by the Department (Overtime rates must be paid for work over 40 hours a week and over the hours specified on the flexible work hour plan not included in a collective bargaining agreement); A community health aide employed by a local or regional health organization

as those terms are defined in AS 18.28.100; Work performed by certain flat-rate mechanics primarily engaged in servicing automobiles, light trucks, and motor homes, subject to certain and specific provisions (see AS 23.10.060(d)(17)):

revenue of the agency does not exceed \$500/month. NOTE: This is not a complete list of exemptions to minimum wage and overtime provisions. Refer to AS 23.10.055 and AS 23.10.060. The above text is intended for informational purposes only and is not to be construed as having the effect of law.

nquiries should be made to: Wage and Hour Administration, Alaska Department of Labor and Workforce Development, 1251 Muldoon Road, Suite 113, Anchorage, AK 99504 Phone: (907) 269-4909 Email: statewide.wagehour@alaska.gov

Recordkeeping

An employer shall keep for a period of at least three years all payroll information and records for each employee at the place of employment. Post in a Prominent Place Revised November 2024

EMPLOYEE POLYGRAPH PROTECTION ACT

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT

screening or during the course of employment. requesting any employee or job applicant to take a lie detector test, and

rights under the Act. by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national securityrelated activities. The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably

suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer. The law does not

The Employee Polygraph Protection Act prohibits most private preempt any provision of any State or local law or any collective bargaining **EXAMINEE RIGHTS** Where polygraph tests are permitted, they are

disclosed to unauthorized persons. **EXEMPTIONS** Federal, State and local governments are not affected **ENFORCEMENT** The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE **EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.** WAGE AND HOUR DIVISION





If you believe you may have been sexually harassed, contact the

Alaska Human Rights Commission. Statutes of limitation apply.

is UNLAWFUL.

SEXUAL HARASSMENT

Under The Alaska Human Rights Law and (AS 18.80.220) Title VII of the Federal Civil Rights Act,

SEXUAL HARASSMENT IS ILLEGAL. You may be the victim of sexual harassment.

If you have experienced: Unwelcome Sexual Advances;

Request 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, **Alaska State Commission for Human Rights**

1901 Bragaw St, Suite 300, Anchorage, AK 99508 Toll Free: 800-478-4692 In Anchorage: 274-4692 https://humanrights.alaska.gov/

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

can readily see it.

OVERTIME PAY At least 1 ½ times your regular rate of pay for all hours

worked over 40 in a workweek CHILD LABOR An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may

apply in agricultural employment. TIP CREDIT Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's

wage, the employer must make up the difference. **PUMP AT WORK** The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is • Certain full-time students, student learners, apprentices, and workers shielded from view and free from intrusion from coworkers and the public,

cash wage of at least \$2.13 per hour do not equal the minimum hourly

which may be used by the employee to express breast milk. **ENFORCEMENT** The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money

The law requires employers to display this poster where employees overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers

who file a complaint or participate in any proceeding under the FLSA. **ADDITIONAL INFORMATION** Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements.

• Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. • Some state laws provide greater employee protections; employers must comply with both. • Some employers incorrectly classify workers as "independent contractors"

the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.

with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.



NOTICE TO EMPLOYEES

UNEMPLOYMENT INSURANCE

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

The purpose of UI is to provide partial replacement of wages between jobs. If a business has to reduce wages or hours, or temporarily lay off workers, Ul gives workers financial security and temporary buying power so they can remain in the community. This, in turn, helps employers keep their trained work force. UI payments protect the economy in Alaska's communities until unemployed workers are reemployed. UI helps to reduce the family and community problems caused by layoffs or a lack of jobs.

You and your employer both pay your UI premiums (taxes). You pay about 27 percent and your employer pays 73 percent. Generally speaking, if you receive one week of UI benefits, you receive as much or more than you paid into the program for the year. Your employer may withhold from your earnings the employee portion of the UI tax. Wages in excess of the maximum annual taxable wage set for the calendar year are non-taxable. Current and past years' maximum annual taxable wage base and the employee portion of the UI tax rates are posted on the Employment Security Tax website at: labor.alaska.gov/estax/

As with any insurance, you must meet certain qualifications to be eligible for benefits. You must have earned wages in jobs that are covered by the law, file your claim for UI, and register for work with the Alaska Employment Service or your union. 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 eligible for benefits.

To file a **NEW** claim or **REOPEN** an existing Alaska claim for UI benefits on the Internet, go 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 toll free number. **Anchorage:** (907) 269-4700 Juneau/outside Alaska: (907) 465-5552 All other areas in Alaska: (888) 252-2557 Fairbanks: (907) 451-2871

The toll-free telephone number to connect to Alaska Relay is (800) 770-8973 or voice (800) 770-8255 You may be entitled to a refund of excess employee contributions to the UI Trust Fund if you had two or more employers in a calendar year, your withholdings exceeded the maximum annual employee tax and your overpayment is \$5 or greater. For the year you are claiming a refund, the filing deadline for your application is Dec. 31 of the following calendar year. (If you had more than the legal maximum employee deduction withheld by any one employer, your employer is responsible for refunding this excess deduction to you.)

To obtain an Employee Application for Refund, write the Alaska Department of Labor and Workforce Development, P.O. Box 115509, Juneau, AK 99811-5509 or email Tax at: **esd.tax@alaska.gov** or download the form at:

labor.alaska.gov/estax/forms/toc_forms.htm Alaska's Unemployment Insurance Program is 100 percent funded by U.S. Department of Labor through a grant award totaling \$25,815,406. We are an equal opportunity employer/program. Auxiliary aids and

services are available upon request to individuals with disabilities.

Alaska employers are required by law to post this notice. Form 07-1012 (Rev. 12/24)

ALASKA DEPARTMENT OF LABOR

jobs

CHILD LABOR LAWS



IN THE FOLLOWING OCCUPATIONS: 1. Newspaper sales and delivery.

2. Baby-sitting, handiwork and domestic employment in or about private homes. 3. The entertainment industry, with an approved work permit from the Alaska Wage & Hour Administration.

14 & 15 YEAR OLDS: WHEN SCHOOL IS IN SESSION. Hours will be limited to a total of nine hours of school attendance 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.

DURING SCHOOL VACATIONS. Work hours will be limited to 40 hours per week between the hours of 5 a.m. and 9 p.m.

MINORS 17 AND UNDER CANNOT BE EMPLOYED IN: Occupations in manufacturing, handling or use of explosives. 2. Occupations of motor vehicle driver or helper (some

limited restrictions). 3. Mining operations including coal. 4. Logging or occupations in the operations of any sawmill,

lathe mills, shingle mill or cooperage.

apparatus.

5. Operation of power-driven woodworking machines. 6. Occupations with exposure to radioactive substances and to ionizing radiation. 7. Operation of elevators or other power-driven hoisting

shearing machines. 9. Occupations involving slaughtering, meat packing, processing or rendering. 10. Occupations involved in the operation and cleaning of power-driven bakery machines.

8. Operation of power-driven metal forming, punching and

paper products machines. 12. Occupations involved in the manufacture of brick, tile and kindred products. 13. Occupations involved in the operation and cleaning of circular saws, band saws, and guillotine shears.

14. Occupations involved in wrecking, demolition and

shipwrecking operations.

11. Occupations involved in the operation of power-driven

15. Occupations involved in roofing operations. 16. Occupations involved with excavation operations. 17. Electrical work with voltages exceeding 220, or outside erection or repair and meter testing including telegraph and telephone lines. 18. Occupations involving exposure to bloodborne pathogens.

19. Occupations involved in canvassing, peddling, solicitation of door-to-door contributions, or acting as an outside salesman. ADDITIONAL RESTRICTIONS FOR 14 & 15 YEAR OLDS: 1. Occupations in manufacturing, mining or processing, including workrooms or places where goods are

manufactured, mined or otherwise processed. FEDERAL STATUTES ARE IN SOME CASES STRICTER THAN **STATE STATUTES** FOR FEDERAL INFORMATION, CONTACT

THE U. S. DEPARTMENT OF LABOR AT 1-866-487-9243

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized individuals. Employers

CANNOT specify which document(s) they will accept from an employee.

The refusal to hire an individual because the documents have a future

expiration date may also constitute illegal discrimination.

For information, please contact

The Office of Special Counsel for Immigration Related Unfair Employment

Practices Office at 800-255-7688.

PAYDAY NOTICE

Regular Paydays for Employees of

(Company Name)

Shall be as follows:

Weekly Bi-Weekly Monthly Other

ALASKA DEPARTMENT OF LABOR

ALASKA YOUTH UNDER THE AGE OF 14 MAY WORK ONLY 2. Occupations involved in operation of power-driven machinery other than office machines. 3. Occupations in construction (including demolition and repair) except office work.

4. Any work in an establishment that serves alcoholic beverages. 5. Public messenger service.

6. Occupations in or about canneries, except office work.

7. Work performed in or about boilers, engine rooms

8. Work involved with maintenance or repair of the establishment's machines or equipment 9. Occupations that involve working from windowsills, ladders, scaffolds or their substitutes.

10. Occupations handling or operation of power-driven

food slicers, grinders, choppers, cutters and bakery type mixers. 11. Work in freezers, meat coolers, or preparation of meat for 12. Loading/unloading to or from trucks, railroad cars

or convevers. 13. Occupations in warehouses and storage except office and clerical work. 14. Occupations involving use of sharpened tools.

15. Occupations in transportation of persons or property except office or sales work. **BREAKS:** An employee under 18 years of age who is scheduled to

work six consecutive hours is entitled to a 30 minute break during the workday. A youth under 18 who works five consecutive hours is entitled to a 30 minute break before continuing to work.

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

AS 11.76.106 restricts access to areas where tobacco and tobacco products are sold. Minors under 19 may not sell tobacco or tobacco products in the course of their employment. 15 AAC 160.480(b) prohibits the sale of pulltabs by anyone under the age of 21. **MARIJUANA & CANNABIS INDUSTRY:**

cannabis/marijuana industry, including but not limited to planting, cultivating, harvesting, processing, packaging, transporting or selling.

AS 17.38.070 restricts the employment of persons under the

age of 21 from working in any and all branches of the

FOR FURTHER INFORMATION CONTACT: **ALASKA WAGE & HOUR ADMINISTRATION** 1251 Muldoon Road, Suite 113 675 7th Avenue, Station J-1 Anchorage, AK 99504 Fairbanks, AK 99701 (907) 269-4900 (907) 451-2886

1111 W. 8th Street, Suite 302 Juneau, AK 99802-1149

WORKERS' COMPENSATION

EMPLOYER'S NOTICE OF INSURANCE TO THE EMPLOYEES OF THE UNDERSIGNED: Your employer is insured by Street and Number Zip Code State For the period from Through Adjusting Company

Street and Number City Zip Code Telephone This insurance pays benefits for job-connected injuries, illnesses or death as provided by the Alaska Workers' Compensation Act Title

Witness Witness Immediately (not later than 30 days from injury or death date) give your employer and the Alaska Workers' Compensation Division written notice of a

job-related injury, illness, or death. Get the "Report of Occupational Injury or Illness" form from your employer for this purpose. If you have questions Division at the nearest office listed below ANCHORAGE **FAIRBANKS**

about your rights or benefits under the Alaska Workers' Compensation Act, contact the insurer at the above address and the Alaska Workers' Compensation 3301 Eagle Street, Suite 304 675 7th Avenue, Station K PO Box 115512

1111 W 8th St Room 305, Juneau, AK 99811-5512 (907) 465-2790 NOTICE TO EMPLOYER: AS 23.30.060 requires that you post this notice in three conspicuous places on the employer's premises.

Form 07-6120 (Revised 05/2012)

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

Fairbanks, AK 99701-4586

(907) 451-2889

YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

perform service in the uniformed service and: • you ensure that your employer receives advance written or verbal notice of your service; you have five years or less of cumulative service in the uniformed services while with that particular employer; you return to work or apply for reemployment in a timely manner after conclusion of service; and

You have the right to be reemployed in your civilian job if you leave that job to

Anchorage, AK 99503

(907) 269-4980

Insurer

City

you have not been separated from service with a disqualifying discharge or under other than honorable conditions. f you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION If you: • are a past or present member of the uniformed service; • have applied

or membership in the unitormed service; or • are obligated to serve in the uniformed service; then an employer may not deny you: • initial employment; employment, because of this status.

reemployment; • retention in employment; • promotion; or • any benefit of In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no

employer for violations of USERRA. service connection.

U.S. Department of Justice

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster. Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees. Employer Support Of The Guard And Reserve 1-800-336-4590

Office of Special Counsel

greater family or medical leave rights.

USERRA violations.

FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act

reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for:

The birth, adoption or foster placement of a child with you. Your serious mental or physical health condition that makes you unable to work, To care for your spouse, child or parent with a serious mental or physical health condition, and Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA eave in a single 12-month period to care for the servicemember You have the right to use FMLA leave in **one block of time.** When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week.

FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave. Am I eligible to take FMLA leave? You are an eligible employee if <u>all</u> of the

Read Fact Sheet #28M(c) for more information

following apply: You work for a covered employer, You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Your employer has at least 50 employees within 75 miles of your work location. Airline flight crew employees have different "hours of service" requirements.

You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management. low do I request FMLA leave? Generally, to request FMLA leave you must:

Vhat is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that You do not have to share a medical diagnosis but must provide enough information provides eligible employees with iob-protected leave for qualifying family and medical to your employer so they can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave. Your **employer may request certification** from a health care provider to verify medical leave and may request certification of a qualifying exigency. The FMLA does not affect any federal or state law prohibiting discrimination or

supersede any state or local law or collective bargaining agreement that provides

State employees may be subject to certain limitations in pursuit of direct lawsuits

your dependents for up to 24 months while in the military.

of the U.S. Office of Personnel Management or Congress. What does my employer need to do? If you are eligible for FMLA leave, your • Allow you to take job-protected time off work for a qualifying reason, • Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and · Allow you to return to the same job, or a virtually identical job with the same pay,

benefits and other working conditions, including shift and location, at the end of Your **employer cannot interfere with your FMLA rights** or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation. After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your **employer <u>must</u> confirm whether you are eligible** or not eligible for FMLA

OCCUPATIONAL SAFETY AND HEALTH PROTECTION

ALASKA LAW AS 18.60.010 to .105 – provides safety and health protection for workers through promotion of safe and healthful working conditions throughout the State. Requirements of the law include the following:

EMPLOYERS: causing or are likely to cause death or serious harm to his employees; and shall comply with occupational safety and health standards Each employee shall comply with all occupational safety and health standards, rules, regulations, and orders issued under the law that **EMPLOYEES:**

to accompany the Compliance Officer for the purpose of aiding the inspection. Pursuant to AS 18.60.087, time spent by an employee aiding the inspection shall be considered as time worked, and the employee shall be compensated accordingly. Where there is no authorized employee representative, the Compliance Officer must consult with a reasonable number of employees

concerning safety and health conditions in the workplace. Employees or their representatives have the right to file a complaint in writing with the nearest Alaska Department of Labor and Workforce Development office requesting an inspection if they believe unsafe or unhealthful conditions exist in their workplace. Their

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

Pursuant to AS 18.60.089, an employee may not be discharged or discriminated against because they filed a complaint, instituted, or caused to be instituted a proceeding related to the enforcement of occupational safety and health standards, or has testified or is expected to testify in a proceeding related to occupational safety and health. An employee who believes they have been discriminated against may file a complaint with the nearest OSHA and/or Alaska Occupational Safety and Health office within 30 days of the alleged discrimination.

the employer. Each citation 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 for five days, or until it is corrected, whichever is later, to warn employees of dangers that may exist there.

proposed time period. Also, any employer who willfully or repeatedly violates the law may be assessed penalties of up to \$165,514.00 for each violation. Current penalty supplements may be found here: https://labor.alaska.gov/lss/program_directives.htm. Criminal penalties are also provided for in the law. 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. 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.

Such cooperative action would initially focus on the identification and elimination of hazards that could cause death, injury, or illness to employees and supervisors. Upon request of an employer, the Alaska Department of Labor and Workforce Development will furnish a consultant who will inspect the premises and identify hazards without assessing penalties.

Additional information and copies of the law, specific safety and health standards, and other regulations may be obtained from the Alaska Department of Labor and Workforce Development, Division of Labor Standards & Safety, Alaska Occupational Safety and Health

at the addresses shown at the bottom of this page. Under a plan approved July 31, 1973, by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), the State of Alaska is providing job safety and health protection for workers throughout the State. OSHA will monitor the operation of this plan to

IT'S YOUR RIGHT TO KNOW About toxic and hazardous substances and physical agents

AS 18.60.068 requires this information be displayed in a prominent place on business premises.

Employers must train employees in the health effects of the toxic or hazardous substances and physical agents to which they are exposed and in the purpose, proper use, and limitations of personal protective equipment.

employees within 15 calendar days of a request. 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.

Labor Standards and Safety Division, Occupational Safety and Health, http://labor.alaska.gov/lss/oshhome.htm ♦ Consultation & Training 1-800-656-4972 ♦ Enforcement 1-800-770-4940 ♦ 24-hour OSHA hotline 1-800-321-6742

> (907) 451-2890 or (907) 451-2888

• If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and • Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses •The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of

• For assistance in filing a complaint, or for any other information on USERRA. contact VETS at 1-866-4-USA-DOL or visit its website at https://www.dol. gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra • If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation. • You may also bypass the VETS process and bring a civil action against an

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SAFETY AND HEALTH PROTECTION ON THE JOB

Each employer shall furnish to each of his employees, employment, and a place of employment free from recognized hazards that are

apply to his own actions and conduct on the job. The Alaska Department of Labor and Workforce Development has the primary responsibility for administering the law. It issues occupational safety and health standards, and its Compliance Officers conduct job site inspections to ensure compliance with the law. **INSPECTION:**

names will be withheld upon request.

COMPLAINT:

If upon inspection, the Compliance Officer believes an employer has violated the law, a citation alleging such violations will be issued to

The Alaska Department of Labor and Workforce Development encourages employers and employees to reduce workplace hazards voluntarily and to develop and improve safety and health programs in all workplaces and industries.

assure that continued approval is merited. Any person may make a complaint regarding the State administration of this plan directly to the U.S. Department of Labor, OSHA, Region IX, 90 7th St., Suite 2650, San Francisco, CA 94103, Phone (415) 625-2547.

Employers must keep on file and make available during the work-shift, Safety Data Sheets (SDS) for each toxic or hazardous substance or physical agent to which employees may be exposed. Employers must remove employees from exposure to the substance or physical agent if an SDS cannot be obtained and provided to

For more information, employers, employees and concerned citizens may contact the Alaska Department of Labor and Workforce Development,

1251 Muldoon Road, 675 7th Avenue, Station J Ste 109 Fairbanks, AK 99701-4596 Anchorage, AK 99504 (907) 269-4940

regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction

DOCTOR

AMBULANCE

FIRE DEPT.

ALASKA DEPARTMENT OF LABOR

1111 W. 8th St.

Suite 304

P. O. Box 111149

Marry or divorce?

· Your tax credits?

Gain or lose a dependent?

If you can answer "YES"...

last return, you may need to file a new form W-4.

uneau, AK 99811-1149

EMERGENCY INFORMATION

HOSPITAL POLICE

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT, **DIVISION OF LABOR STANDARDS AND SAFETY AT:** 1-800-770-4940 jobs

TO THE OSHA 24-HOUR HOT LINE AT

1-800-321-6742 (AS 18.60.058(a)) 675 Seventh Avenue 1251 Muldoon Road Suite 109 Station J1 Anchorage, AK 99504 Fairbanks, AK 99701-4593 Phone: (907) 451-2890

Change your name? Were there major changes to... Your nonwage income (interest, dividends, capital gains, etc.)? Your family wage income (you or your spouse started or ended a job)? Your itemized deductions?

See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676. Now is the time to check your withholding. For more details, get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at **www.irs.gov/individuals** on the IRS

> (Rev. 8-2009) Cat. No. 11047P

INFORMATION:

PROGRAM

COMPLAINT:

To any of these questions or you owed extra tax when you filed your

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

leave. If your employer determines that you are eligible, your employer must notify you in writing: • About your FMLA rights and responsibilities, and · How much of your requested leave, if any, will be FMLA-protected leave. You work for a **covered employer** if **one** of the following applies: Where can I find more information You work for a private employer that had at least 50 employees during at least Call 1-866-487-9243 or visit dol.gov/fmla to learn more. 20 workweeks in the current or previous calendar year, If you believe your rights under **SCAN ME** You work for an elementary or public or private secondary school, or the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against vour employer in court. Scan the OR code to learn Follow your employer's normal policies for requesting leave, about our WHD Give notice at least 30 days before your need for FMLA leave, or complaint process WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR WH1420 REV 04/23 If advance notice is not possible, give notice as soon as possible.

The law requires that a representative of the employer and a representative authorized by the employees be given an opportunity

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.

The law provides for mandatory penalties against employers of up to \$16,550.00 for each serious violation and for optional penalties of up to \$16,550.00 for other violations. Penalties of up to \$16,550.00 per day may be proposed for failure to correct violations within the

STATE OF ALASKA LABOR STANDARDS & SAFETY Alaska Occupational Safety and Health

penalties for each willful or repeated violation of the minimum wage or

Who is Protected?

What Organizations are Covered? Most private employers State and local governments (as employers)

What Types of Employment Discrimination are

National origin

 Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity) Age (40 and older) Disability Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)

compensation of other applicants or employees.

protected under Federal law from discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin Armed Forces service medal veterans. opportunity in all aspects of employment. Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, obligations under OFCCP's authorities should contact immediately:

Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access including the executive level.

requires that Federal contractors take affirmative action to employ and advance Government, Department of Labor and on OFCCP's "Contact Us" webpage at in employment qualified individuals with disabilities at all levels of employment, https://www.dol.gov/agencies/ofccp/contact.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits employment discrimination on the basis of disability in any prohibits discrimination on the basis of race, color or national origin in programs program or activity which receives Federal financial assistance. Discrimination or activities receiving Federal financial assistance. Employment discrimination is is prohibited in all aspects of employment against persons with disabilities who, overed by Title VI if the primary objective of the financial assistance is provision with or without reasonable accommodation, can perform the essential functions

ALASKA MINIMUM WAGE

In agriculture: ◆ A person licensed under AS 08.54 and who is employed by a registered guide ◆ By U.S., state or local governments (i.e., political subdivisions); In voluntary service in the nonprofit activities of a religious, charitable, ♦ An independent taxicab driver who establishes the driving area and hours, who cemetery, educational or other nonprofit organization which are related only

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

employers from using lie detector tests either for pre-employment agreement which is more restrictive with respect to lie detector tests. PROHIBITIONS Employers are generally prohibited from requiring or subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, from discharging, disciplining, or discriminating against an employee or including the right to a written notice before testing, the right to prospective employee for refusing to take a test or for exercising other refuse or discontinue a test, and the right not to have test results

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

work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules

when they are actually employees under the FLSA. It is important to know

and information on this subject. Department of the Treasury

Internal Revenue Service www.irs.gov

WITHHOLDING STATUS YOU MAY NEED TO CHECK YOUR WITHHOLDING

Employer: Please post or publish this Bulletin Board Poster so that your employees will see it. Please indicate where they can get forms

PROPOSED PENALTY: VOLUNTARY ALL FATALITIES OR INJURIES RESULTING IN HOSPITALIZATION MUST **ACTIVITY:** BE REPORTED IMMEDIATELY (WITHIN 8 HOURS) TO THE ALASKA

Phone: (907) 269-4940

Since you last filed form W-4 with your employer did you...

Publication 213

COMPLIANCE COMPLAINT: DISCRIMINATION

(907) 465-4842

Rev 2/2018

CITATION:

MORE

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

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

Employers must inform employees about the locations and nature of operations, which could result in exposure to toxic or hazardous substances or physical agents.

Rev. November 2024

AK-0325-F04