

ALASKA



ALASKA & FEDERAL LABOR LAW POSTER

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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.

Who is Protected?

- Employees (current and former), including managers and temporary employees
- Job applicants
- Union members and applicants for membership in a union

What Organizations are Covered?

- Most private employers
- State and local governments (as employers)
- Educational institutions (as employers)
- Unions
- Staffing agencies

What Types of Employment Discrimination are Illegal?

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

- Race
- Color
- Religion
- 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)

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) is a federal law that aims to end discrimination in the workplace by doing business with the Federal Government. If you are applying for a job with, or are an employee of a company with, the Federal contract or subcontract, you are protected under VEVRAA from discrimination on the following bases:

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin, and Disability It is illegal for contractors to discriminate on race, color, sex, sexual orientation, gender identity, or national origin, or religion, if they have a discriminatory action to ensure equality of opportunity in all aspects of employment.

Acknowledgment, Disclosing or Discussing Pay Executive Order 11246, as amended, protects individuals with disabilities from discrimination in pay decisions, benefits, classification, compensation, or promotion. If a contractor discloses pay information, it must include pay information for employees with disabilities.

Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects individuals with disabilities from discrimination in pay decisions, benefits, classification, compensation, or promotion. If a contractor discloses pay information, it must include pay information for employees with disabilities.

Equal Employment Opportunity Executive Order 11246, as amended, protects individuals with disabilities from discrimination in pay decisions, benefits, classification, compensation, or promotion. If a contractor discloses pay information, it must include pay information for employees with disabilities.

Relocation Relocation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws. Any person who believes a contractor has violated its nondiscriminatory or affirmative action obligations under OFCCP authorities should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP) enforces the laws of Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title I of the Americans with Disabilities Act of 1990, and Title II of the ADA, as well as the Rehabilitation Act of 1973, as amended, prohibiting discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

Programs or Activities Receiving Federal Financial Assistance Individuals with disabilities receive protection under Title II of the Rehabilitation Act of 1973, as amended, prohibits discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

(Revised 6/27/2023)

ALASKA MINIMUM WAGE

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 wage requirement follow.

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

- In agriculture;
- In the taking of aquatic life or the hand picking of shrimp;
- In domestic service (including babysitting) by a relative at a private home;
- By U.S., state or local governments (e.g., political subdivisions);
- In voluntary service in the nonprofit activities of a religious, charitable, cemetery, educational, or benevolent organization which are related only to the religious, charitable, or benevolent activities;
- To 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 salesperson working on a straight commission basis;
- 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, sell, lease or exchange motor vehicles;
- An individual who is employed in a temporary medical service only on a voluntary basis, serves with a full-time free 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 employee 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.

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;
- A seasonal employee in handling, packing, storing, preserving, 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 who is a seamstress;
- Workers engaged in planting or harvesting, irrigating, surveying, bucking or loading logs, or in repairing logs or other forest products to the mill, pasture, railhead, 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;
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OCCUPATIONAL SAFETY AND HEALTH PROTECTION

SAFETY AND HEALTH PROTECTION ON THE JOB

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:

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

EMPLOYEES:

Each employee shall comply with all occupational safety and health standards, rules, regulations, and orders issued under the law that apply to his own actions and conduct on the job.

INSPECTION:

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.

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

COMPLIANCE COMPLAINT:

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 names will be withheld upon request.

DISCRIMINATION COMPLAINT:

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.

CITATION:

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.

PROPOSED PENALTY:

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 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.

VOLUNTARY ACTIVITY:

The law provides for mandatory penalties against employers of up to \$16,131.00 for each serious violation and for optional penalties of up to \$16,131.00 for other violations. Penalties of up to \$16,131.00 per day may be proposed for failure to correct violations within the proposed time period. Also, any employer who willfully or repeatedly violates the law may be assessed penalties of up to \$161,131.00 for each violation. Current penalty supplements may be found here: https://labor.alaska.gov/lss/program_directives.htm.

MORE INFORMATION:

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.

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.

PROGRAM COMPLAINT:

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 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 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.

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

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/lss/oshhome.htm>.

CONSULTATION & TRAINING 1-800-656-4972

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

ENFORCEMENT 1-800-770-4940

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

24-hour OSHA hotline 1-800-321-6742

675 7th Avenue, Station J
Fairbanks, AK 99701-4596
(907) 451-2890
or
(907) 451-2888



Rev. November 2024

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.

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

EMERGENCY INFORMATION

DOCTOR

HOSPITAL

FIRE DEPT.

AMBULANCE

POLICE

OTHER

ALL FATALITIES OR INJURIES RESULTING IN HOSPITALIZATION MUST BE REPORTED IMMEDIATELY (WITHIN 8 HOURS) TO THE ALASKA DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT, DIVISION OF LABOR STANDARDS AND SAFETY AT:

1-800-770-4940 OR TO THE OSHA 24-HOUR HOT LINE AT 1-800-321-6742

(AS 18.60.058(a))

1111 W. 8th St.
Suite 304
P.O. Box 111149
Juneau, AK 99811-1149
Phone: (907) 465-4855

675 Seventh Avenue
Station J1
Fairbanks, AK 99701-4593
Phone: (907) 451-2890

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

Rev 2/2018

WORKERS' COMPENSATION

EMPLOYER'S NOTICE OF INSURANCE

TO THE EMPLOYEES OF THE UNDERSIGNED: Your employer is insured by

Insurer _____ Street and Number _____

City _____ State _____ Zip Code _____

For the period from _____ Through _____

Adjusting Company _____

Street and Number _____ City _____

State _____ Zip Code _____ Telephone _____

This insurance pays benefits for job-connected injuries, illnesses or death as provided by the Alaska Workers' Compensation Act

Employer _____

By _____

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 about your rights or benefits under the Alaska Workers' Compensation Act, contact the insurer at the above address and the Alaska Workers' Compensation Division at the nearest office listed below:

ANCHORAGE
3301 Eagle Street, Suite 304
Anchorage, AK 99503
(907) 269-4980

FAIRBANKS
675 7th Avenue, Station K
Fairbanks, AK 99701-4586
(907) 451-2889

JUNEAU
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)

UNEMPLOYMENT INSURANCE

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.

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, UI helps workers financial security and temporary buying power so they can remain in the community. This, in turn, helps employers keep their trained workforce. 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/exstax/faq/w1.htm

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
Fairbanks: (907) 451-2871 All other areas in Alaska: (888) 252-5527

The toll-free telephone number to connect to Alaska Relay is (800) 770-8973 or voice (800) 770-8235.

Your may be entitled to a refund of excess employee tax deduction if you have more than one employer in a calendar year, or if your withholdings exceed the maximum annual taxable wage. If 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, estd.tax@labor.alaska.gov or download the form at: labor.alaska.gov/exstax/forms/toc_forms.htm

Alaska's Unemployment Insurance Program is 100 percent funded by the U.S. Department of Labor through a grant award totaling \$24,412,663. 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. 11/24)



ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT

ALASKA MINIMUM WAGE

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 wage requirement follow.

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

- In agriculture;
- In the taking of aquatic life or the hand picking of shrimp;
- In domestic service (including babysitting) in or about a private home;
- By U.S., state or local governments (i.e., political subdivisions);
- In voluntary service in the nonprofit activities of a religious, charitable, cemetery, educational or other nonprofit organization which are related only 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 week;
- 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;
- 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.

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

ALASKA



★ ★ ★ ★ ★ LABOR LAW POSTER ★ ★ ★ ★ ★

PROTECCIÓN DE SEGURIDAD Y PARA LA SALUD EN EL TRABAJO

LA LEY DE ALASKA EN 18.60.010 hasta. 105 - establece la protección de seguridad y para la salud por medio de la promoción de condiciones laborales seguras y saludables a lo largo del Estado. Los requisitos de la ley incluyen los siguientes:

EMPLEADORES:

Cada empleador deberá proporcionar a cada uno de sus empleados, empleo y un lugar de trabajo libre de peligros identificables que causen o puedan causar la muerte o un daño serio a sus empleados; y deberá cumplir con los estándares de seguridad ocupacional y salubridad establecidos por la ley.

EMPLEADOS:

Cada empleado deberá cumplir con todos los estándares de seguridad ocupacional y salubridad, reglas, regulaciones, y órdenes establecidas bajo la ley que aplican a sus propias acciones y conducta en el trabajo.

El Departamento de Empleo y Desarrollo Ocupacional de Alaska tiene la principal responsabilidad en la administración de la ley. Este imparte los estándares de seguridad ocupacional y salubridad, y sus Auditores realizan inspecciones de instalaciones para asegurarse que se cumple la ley.

INSPECCION:

La ley exige que un representante del empleador y un representante autorizado por los empleados, tengan la oportunidad de acompañar al Auditor con el propósito de ayudar con la inspección. En cumplimiento de AS 18.60.087, el tiempo utilizado por un empleado en la colaboración de una inspección debe ser considerado como tiempo trabajado, y el empleado debe ser compensado en concordancia.

Cuando no haya un representante autorizado de los empleados, el Auditor debe consultar a un número razonable de empleados en relación a las condiciones de seguridad y salubridad en el lugar de trabajo.

DEMANDA POR CONFORMIDAD:

Los empleados o sus representantes tienen el derecho de presentar una demanda por escrito en la oficina del Departamento de Empleo y Desarrollo Ocupacional más cercana, solicitando una inspección si creen que existen condiciones inseguras o insalubres en su lugar de trabajo. Sus nombres no serán solicitados.

Los empleados y sus representantes tienen derecho a llamar la atención del inspector ante posibles violaciones por escrito u oralmente.

La ley establece que los empleados no pueden ser despedidos o discriminados de ninguna forma por presentar una demanda de seguridad y salubridad o por ejercer sus derechos consagrados en esta ley.

DEMANDA POR DISCRIMINACIÓN:

De conformidad con la norma AS 18.60.089, un empleado no puede ser despedido o discriminado por presentar una queja, haber instituido o haber sido motivado por un procedimiento relacionado con la aplicación de las normas de seguridad y salud ocupacional, o ha declarado o se espera que testifique en un procedimiento relacionado con la seguridad y salud en el trabajo. Un empleado que cree que ha sido discriminado puede presentar una queja ante la OSHA más cercana y / o la oficina de Seguridad y Salud Ocupacional de Alaska dentro de los 30 días de la supuesta discriminación.

CITACION:

Si durante la inspección el Auditor cree que un empleado ha violado la ley, se emitirá una citación al empleado alegando dichas violaciones. Cada citación especificará un período de tiempo dentro del cual dicha violación debe ser corregida.

La citación debe ser mostrada de forma perceptible en o cerca del lugar donde se cometió dicha violación, durante cinco días, o hasta que se corrija, lo que ocurría últimamente, para advertir a los empleados de los peligros que pueden existir allí.

La ley establece sanciones obligatorias contra los empleadores de hasta \$16,131.00 por cada infracción grave y sanciones opcionales de hasta \$16,131.00 por otras infracciones. Se podrán proponer multas de hasta \$16,131.00 por día por no corregir las infracciones dentro del período de tiempo propuesto. Además, a cualquier empleador que viole la ley intencional o repetidamente se le podrá imponer multas de hasta \$161,131.00 por cada infracción. Los suplementos sobre las penas actuales se pueden encontrar aquí: https://labor.alaska.gov/lss/program_directives.htm.

La ley también prevé sanciones penales. Cualquier violación intencional que resulte en la muerte de un empleado luego de ser condenado se castigará con una multa de no más de \$10,000 o con prisión por no más de 6 meses, o con ambas. La condena de un empleador después de una primera condena duplica estas penas máximas.

Aunque establece penas para las violaciones, la ley también estimula los esfuerzos de empleados y gerentes, antes de una inspección, para reducir lesiones y enfermedad que surjan del trabajo.

El Departamento de Empleo y Desarrollo Ocupacional de Alaska exhorta a los empleadores y empleadores para que reduzcan los peligros en el lugar de trabajo de manera voluntaria y para que desarrollos y mejoren los programas de seguridad y salubridad en todos los lugares de trabajo e industrias.

Dicha acción cooperativa inicialmente se enfocará en la identificación y eliminación de peligros que puedan causar la muerte, lesión, o enfermedad de los empleados y supervisores. Ante la solicitud del empleador, el Departamento de Empleo y Desarrollo Ocupacional establecerá una consultoría que inspeccionará las instalaciones e identificará peligros sin levantar cargos.

PENALIZACION PROPUESTA:

Información adicional y copias de la ley, estándares de seguridad y salubridad, y otras regulaciones pueden obtenerse de parte del Departamento de Empleo y Desarrollo Ocupacional, División Estándares Laborales y Seguridad, Seguridad Ocupacional y Salubridad de Alaska, en las direcciones mostradas en la parte inferior de esta página.

QUEJAS SOBRE EL PROGRAMA:

Bajo un plan aprobado en Julio 31, 1973 por el Departamento de Empleo de Estados Unidos, Administración de Seguridad y Salubridad (OSHA), el Estado de Alaska proporciona seguridad laboral y protección de la salud de los empleados a lo largo y ancho del Estado. OSHA monitoreará la operación de este plan para asegurar su continuo cumplimiento. Cualquier persona puede presentar una demanda en relación con la administración Estatal de este plan, directamente con el Departamento de Empleo de Estados Unidos, OSHA, Region IX, 90 7th St., Suite 2650, San Francisco, CA 94103, teléfono (415) 625-2547.

TIENE EL DERECHO A ESTAR INFORMADO

Sobre sustancias tóxicas y peligrosas y agentes físicos

Como lo exige la 18.60.068, esta información estará publicada en un lugar visible en las instalaciones de la empresa.

- Los empleadores deben informar a los empleados sobre la ubicación de sustancias tóxicas o peligrosas y agentes físicos a los que estén expuestos y sobre el propósito, uso apropiado, y limitaciones del equipo protector para el personal.
- Los empleadores deben entrenar a los empleados sobre los efectos en la salud de las sustancias tóxicas o peligrosas y agentes físicos a los que estén expuestos y sobre el propósito, uso apropiado, y limitaciones del equipo protector para el personal.
- Los empleadores deben tener registradas y disponibles durante el cambio de turno, las Fichas Técnicas de Seguridad con Materiales (MSDS) para cada sustancia tóxica o peligrosa o agente físico al cual los empleados puedan estar expuestos. Los empleadores deben retirar a los empleados de la exposición a la sustancia o agente físico si no se puede obtener una MSDS para suministrarles a los empleados dentro de los 15 días calendario siguientes a la solicitud.

El Departamento de Empleo y Desarrollo Ocupacional de Alaska proporcionará la asistencia a los empleadores en cuanto a las Fichas Técnicas de Seguridad con Materiales (MSDS), ayudas para desarrollo de programas, programas de revisión de instalaciones, y seminarios de seguridad.

Para mayor información, los empleadores, empleados y ciudadanos interesados pueden contactar al Departamento de Empleo y Desarrollo Ocupacional de Alaska, División de Estándares Laborales y Seguridad, Salud Ocupacional y Salubridad <http://labor.alaska.gov/lss/oshhome.htm>.

Consultas y Capacitación 1-800-656-4972

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

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

675 7th Avenue, Station J.
Fairbanks, AK 99701-4596
(907) 451-2890 or
(907) 451-2888

Como lo exige la 18.60.058 (a), los empleadores deben notificar a AKOSH/OSHA dentro de ocho horas sobre cualquier fatalidad u hospitalización.

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



Revisado en noviembre de 2024

INFORMACIÓN DE EMERGENCIA

DOCTOR _____

HOSPITAL _____

DEPARTAMENTO DE BOMBEROS _____

AMBULANCIA _____

POLICIA _____

OTROS _____

TODAS LAS FATALIDADES O LESIONES RESULTANTES EN HOSPITALIZACIÓN DEBEN SER REPORTADAS DE INMEDIATO (DENTRO DE 8 HORAS) AL DEPARTAMENTO DE EMPLEO Y DESARROLLO OCUPACIONAL, DIVISIÓN DE ESTÁNDARES LABORALES Y SEGURIDAD EN EL

1-800-770-4940 O EN LA LÍNEA DE 24 HORAS DE OSHA EN EL **1-800-321-6742** (AS 18.60.058(a))



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

675 7th Avenue
Station J1
Fairbanks, AK 99701-4593
Phone: (907) 451-2890

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

Rev 2/2018

DECLARACIÓN DE SEGURO DEL EMPLEADOR

A los empleados del signatario: Su empleador está asegurado por

Aseguradora _____ Dirección y Número _____

Ciudad _____ Estado _____ Código Postal _____

Por el período de _____ Hasta _____

Compañía de Ajuste _____

Dirección y número _____ Ciudad _____

Estado _____ Código postal _____ Teléfono _____

Este seguro paga beneficios por lesiones laborales, enfermedad o muerte como se asegura en el Acto de Compensación de trabajadores de Alaska

EmpleadorBy _____

Por _____

Testigo _____

Inmediatamente (Antes de 30 días después de la fecha de la lesión o muerte) déle a su empleador y a la División de Compensación de Trabajadores de Alaska notificación escrita de la lesión laboral causada, enfermedad, o muerte. Obtenga de su empleador el "Reporte de Lesiones o Enfermedades Ocupacionales" para este propósito. Si usted tiene preguntas acerca de sus derechos y beneficios bajo el Acto de Compensación de Trabajadores de Alaska, contacte al asegurador en la dirección suministrada arriba y a la División de Compensación de Trabajadores de Alaska en la dirección más cercana de las siguientes:

ANCHORAGE
3301 Eagle Street, Suite 304
Anchorage, AK 99503
(907) 269-4980

FAIRBANKS
675 7th Avenue, Station K
Fairbanks, AK 99701-4586
(907) 451-2899

JUNEAU
PO Box 115512
1111 W 8th Street Room 305, Juneau, AK 99811-5512
(907) 465-2790

AVISO PARA EL EMPLEADOR: Como 23.30.060 lo requiere, usted debe publicar esta declaración en tres lugares concurridos en el lugar de trabajo proporcionado por el empleador.

Form 07-6120 (Revised 05/2012)



For favor publice en un lugar visible. Fecha de Publicación:
Las leyes laborales cambian frecuentemente. Contacte a su distribuidor para asegurarse de cumplir con los requisitos de publicación a nivel Estatal y Federal al menos una vez al año. © LaborLawCenter, LLC. All rights reserved.

Aviso para los Empleados

Como empleado de esta empresa, usted está cubierto por el seguro de desempleo (UI). El programa UI es administrado por la División de Servicios de Empleo y Capacitación del Departamento de Trabajo y Desarrollo de la Fuerza Laboral de Alaska.

El propósito del UI es proporcionar un reemplazo parcial de salarios entre empleos. Si una empresa tiene que reducir salarios u horas, o despedir temporalmente a trabajadores, el seguro de desempleo les brinda a los trabajadores seguridad financiera y poder adquisitivo temporal para que puedan permanecer en la comunidad. Esto, a su vez, ayuda a los empleadores a conservar su fuerza laboral capacitada. Los pagos del seguro de desempleo protegen la economía en las comunidades de Alaska hasta que los trabajadores desempleados vuelvan a trabajar. El seguro de desempleo ayuda a reducir los problemas familiares y comunitarios causados por los despidos o la falta de empleo.

Tanto usted como su empleador pagan sus primas de seguro de desempleo (impuestos). Usted paga aproximadamente el 27 por ciento y su empleador paga el 73 por ciento. En términos generales, si recibe una semana de pagos de desempleo, recibe tanto o más de lo que pagó al programa durante el año. Su empleador puede retener lo que ganancias por el pago del impuesto que corresponde al empleado. Los salarios que exceden el salario máximo anual imponible establecido para el año calendario no están sujetos a impuestos. La base salarial anual máxima imponible de los años actuales y anteriores y la porción del empleado de las tasas del impuesto se publican en el sitio web del Impuesto al Seguro de Empleo en: labor.alaska.gov/estaf/faq/w1.htm.

Al igual que con cualquier seguro, debe cumplir con ciertos requisitos para ser elegible para los beneficios. Debe haber ganados salarios en trabajos cubiertos por la ley, presentar su reclamo de seguro de desempleo y registrarse para trabajar en el Servicio de Empleo de Alaska o con su sindicato. También debe estar preparado, dispuesto y ser capaz de aceptar un trabajo adecuado. Si renuncia o lo despiden de su último trabajo, o si algo le impide aceptar un trabajo a tiempo completo, es posible que no sea elegible inmediatamente para recibir beneficios.

Para presentar una NUEVA reclamación o REABRIR una reclamación existente en Alaska para recibir beneficios de UI a través de Internet, visite labor.alaska.gov y haga clic en "Reclamaciones por Desempleo en Internet".

Para solicitar su UI por teléfono y para cualquier otra asistencia por UI, contacte a su centro de reclamaciones de UI local. Los números de teléfono se encuentran a continuación. Si usted no reside en una de las siguientes ciudades, utilice el número de teléfono gratuito.

ANCHORAGE: (907) 465-4700 **JUNEAU/FUERA DE ALASKA:** (907) 465-5552
FIRBANKS: (907) 451-2871 **TODAS LAS ÁREAS EN ALASKA:** (888) 252-2557

El número de teléfono gratuito para conectarse con Alaska Relay es (800) 770-8973 o voz (800) 770-8255.

Es posible que tenga derecho a un reembolso de las contribuciones excedentes como empleado para el Fondo fiduciario del UI si tuvo dos o más empleadores en un año calendario, sus retenciones superaron el impuesto máximo anual para empleados y su pago en exceso es de \$ 5 o más. Para el año en que el cuál está reclamando un reembolso, la fecha límite para su reclamación es el 31 de diciembre del siguiente año calendario. (Si algún empleador le retuvo más de la deducción máxima legal para el empleado, su empleador debe devolverle dicha deducción excesiva.) Para obtener una Resumen para el Empleado, escriba a Alaska Department of Labor and Workforce Development, P.O. Box 115509, Juneau, AK 99811-5509 o por correo electrónico a: esd.tax@alaska.gov o descargue el formulario en: labor.alaska.gov/estaf/forms/toc_forms.htm.

El Programa de Seguro de Desempleo de Alaska está financiado en un 100 por ciento por el Departamento de Trabajo de EE. UU. a través de una subvención por un total de \$24,412,663. Somos un empleador/programa que ofrece igualdad de oportunidades.

Los empleadores de Alaska están obligados por ley a publicar este aviso. Formulario 07-1012 (Rev. 11/24)

RESUMEN DE