

Alaska

Employment Law Workbook Addendum

(Update on legislation enacted from Jan. 1, 2015- Dec. 31, 2016)

Topics

I. Discrimination

No new laws or regulations enacted in 2015 or 2016.

II. Pre-Employment Inquiry Guidelines

No new laws or regulations enacted in 2015 or 2016.

III. Family and Medical Leave

No new laws or regulations enacted in 2015 or 2016.

IV. Wage and Hour Laws

Alaska's minimum wage law requires an increase in the minimum wage each year if the consumer price index for the Anchorage metropolitan area increases. Due to a .5% increase in the CPI for the period from January 2015 to December 2015, the state will increase its minimum wage from \$9.75 to \$9.80 per hour beginning January 1, 2017. Minimum wage information is required to be posted in a conspicuous location in each workplace.

(Effective Date 01/01/2017).

V. Drug Testing

No new laws or regulations enacted in 2015 or 2016.

VI. Noncompete and Other Employment Agreements

No new laws or regulations enacted in 2015 or 2016.

VII. Workplace Safety

Alaska law requires employers to report any work-related deaths or incidents resulting in an inpatient hospitalization to the Alaska Division of Labor Standards and Safety. This amendment extends the reporting requirement to an employee's loss of an eye or an amputation. The law requires the employer to make the report immediately, but in no event any later than eight hours after the employer is informed of the accident. However, if an employer receives the information eight or more hours after the incident occurred, the employer must make the report within eight hours after receiving the information. The law does not apply to employers that first receive information of the accident more than 30 days after its occurrence.

Alaska Stat. § 18.60.058 (Effective Date 05/18/2016)

VIII. Workers' Compensation

No new laws or regulations enacted in 2015 or 2016.

IX. Miscellaneous