

Labor Standards and Safety

ALASKA OCCUPATIONAL SAFETY AND HEALTH-(AKOSH)

AKOSH ENFORCEMENT

The State of Alaska Occupational Safety and Health (AKOSH) Enforcement section is responsible for ensuring employees within the State of Alaska have a safe and healthful workplace, investigating workplace accidents and fatalities, and investigating retaliation complaints. All enforcement officers are required to present their credentials to employers.

For Employees

If my workplace is unsafe, what can I do?

If you believe working conditions are unsafe or unhealthful, we recommend that you bring the conditions to your employer's attention. At any time, a worker may file a complaint to report a hazardous working condition and request an inspection. If the condition presents a risk of death or serious physical harm and there is not enough time for OSHA to inspect, the worker may have a legal right to refuse to work.

How can I get an OSHA inspector to my workplace to evaluate unsafe practices?

Alaskan employees and their representatives have the right to [file a complaint](#) and request an inspection of their workplace if they believe there is a serious hazard or their employer is not following OSHA standards. Workers do not have to know whether a specific OSHA standard has been violated to file a complaint.

Who can file a complaint and what are the steps?

Workers or their representatives may [file a complaint](#) online or by phone, mail, email, or fax with the [local OSHA office](#) and request an inspection of a workplace if they believe there is a violation of a safety or health standard, or if there is any danger that threatens physical harm. A worker may also ask AKOSH not to reveal their name.

What should I do if I've been fired or punished for reporting safety or health concerns?

If a worker believes an employer has retaliated against them for exercising their safety and health rights, they should contact their [local OSHA office](#) right away. A [whistleblower](#) complaint must be filed with OSHA within 30 calendar days from when the retaliatory decision was made and communicated to the worker. Contact your [local OSHA office](#) or call toll free at (800) 770-4940.

For Employers

What AKOSH requirements should I follow when starting a business?

Employers must provide a workplace free from recognized hazards that are causing, or are likely to cause, death or serious physical harm to employees regardless of the size of business. Employers are subject to an inspection of the business by AKOSH officers, and must comply with OSHA [standards](#) under the OSH Act.

I have a question about how OSHA rules apply to a specific situation at my business. How can I get answers?

If you have questions about OSHA regulations relating to your specific situation, call the [AKOSH office](#) directly or submit a question by [email](#). You can also view OSHA's [resources organized by topic](#), which are publications detailing OSHA's requirements and how they apply to particular circumstances.

Does AKOSH offer free help for my business to comply with regulations?

AKOSH's [On-site Consultation Program](#) offers free and confidential safety and occupational health advice to small and medium-sized businesses across the State of Alaska, with priority given to high-hazard worksites. The AKOSH Consultation and Training section is separate from AKOSH Enforcement. Employers can find out about potential hazards at their workplace, improve programs that are already in place, and potentially qualify for a one-year exemption from routine AKOSH inspections. **No citations or penalties are issued and the employer's only obligation is to correct serious job safety and health hazards.**

In addition, Consultation and Training can provide advice, education, and assistance to businesses (particularly small employers), trade associations, local labor affiliates, and other stakeholders who request help with occupational safety and health issues. We work with professional organizations, unions, and community groups concerning issues of safety and health in the workplace.

Are employers required to provide safety training to employees?

Many OSHA [standards](#) require that employers train employees to ensure they have the required skills and knowledge to safely do their work. See [Training Requirements in OSHA Standards](#) and [Resource for Development and Delivery of Training to Workers](#) for more information.

(AKOSH)CONSULTATION

The AKOSH Consultation and Training section provides free and confidential assistance to small-sized employers (250 employees or less,) to help recognize, evaluate, and prevent workplace safety hazards. Assistance with eliminating and reducing workplace hazards are the focus of the Consultation program. Consultants travel to worksites and visit with employers to discuss concerns and help find solutions to safety concerns.

Consultation consultants provide the following assistance:

- **Travel to employer worksites to help identify hazards**
- **Make suggestions to fix recognized hazards**
- **Provide necessary tools to help develop a written safety and health program**
- **Provide free on-site monitoring of noise, vapors, fumes, and particulates**
- **Conduct free or low-cost training specific to your company's needs.**

It is important to note the AKOSH Consultation and Training section is separate from AKOSH Enforcement. Consultants do not issue citations or penalties and all visits are confidential and are not shared with Enforcement.

Employers can request on-site evaluation to fit specific needs of their companies by submitting a Request for Services form online located at:

https://labor.alaska.gov/lss/forms/consultation_training_form.pdf

Employers can also email the form to Anchorage.LSS-OSH@alaska.gov. Or and send mail it to:

Alaska Occupational Safety and Health
Consultation and Training
1251 Muldoon Road, Suite 109
Anchorage, Alaska 99504
Fax: (907) 269-4950

For more information about the Consultation and Training program, call to request a brochure or visit our on-line brochure at:

https://labor.alaska.gov/lss/training/2021_Consultation_and_Training_brochure.pdf

MECHANICAL INSPECTION

Mechanical Inspection oversees installations of a variety of mechanical work to ensure public safety. The programs administered include electrical and plumbing installations, boilers and pressure vessels, elevators, amusement rides, ski lifts, and tramways. In addition, Mechanical Inspection investigates complaints about the Contractor Licensing and the Mechanical and Electrical Administrator programs statewide.

For new businesses, please contact Mechanical Inspection for assistance with any of the following areas:

- Initial and ongoing boiler and unfired pressure vessel inspections and permitting.
 - All boilers and large unfired pressure vessels require regular inspection and permits for operation.
- Elevator, escalator, and amusement ride inspections and permitting.
 - All such devices require an operating permit and our staff can perform the inspection and issue this permit.
- Assistance with contractor-related questions for construction and renovation work.
 - We issue licenses for plumbers and electricians and perform enforcement activities for these trades and for contractor licensing. We can answer questions regarding the requirements for a contractor to have proper licensing for these types of work. We can also inspect work as it is being performed to ensure that it meets state code requirements.

Contact Mechanical Inspection:

1251 Muldoon Road, Suite 113
Anchorage, AK 99504
Phone: 907-269-4925
Email: mi@alaska.gov
Website: <https://labor.alaska.gov/lss/mihome.htm>

WAGE AND HOUR

Did you know under Alaska law most employees are entitled to overtime for any work over 8 hours in a day, and employers must pay employees within 3 days of termination? Or that minors ages 14-16 require a work permit prior to the start of employment? Wage and Hour administer several laws regarding the payment of wages to in Alaska, including minimum wage and overtime laws, child labor laws, and public construction (little Davis Bacon) The agency also conducts on-site visits to ensure proper pay practices, and investigates employee pay issues through wage claims.

Investigators conduct routine site visits to assure compliance with Alaska's child labor laws, public construction laws, and to identify common violations. Upon identifying violations, Wage and Hour investigators provide education and direction to help employer's navigate the laws and make any necessary corrections.

The agency puts an emphasis on education and providing employers and employees guidance about Alaska's labor laws as it relates to the Department's enforcement perspective. Wage and Hour has an investigator on call each day Tuesday through Thursday to answer questions from the public, as well as maintaining an email address where questions are also received and answered. The public is encouraged to contact us with any questions they may have.

Wage and Hour also provides interactive online webinars for employers. Webinars covering basic wage and hour laws and child labor laws are offered on the third Tuesday of each month from 9 a.m. to 11:30 a.m., webinars focused on public construction are offered on the third Wednesday of each month.

The webinars are free and employers are encouraged to sign up by contacting our office at (907) 269-4900. Industry specific webinars are also available upon request.

Contact Wage and Hour

Phone: 907-269-4900

Email: Statewide.wagehour@alaska.gov

Website: <https://labor.alaska.gov/lss/whhome.htm>: