

# YUPIK

## Department of Labor and Workforce Development Wage and Hour Administration

### Calistet Apyutkuratuk'ait (Frequently Asked Questions)



Allaanek Nallunritarkaneq piyukuvet  
Alaska-mi Caliyaram tungiinun qayagauqiki:  
Wage and Hour Administration-aat Office-aarit  
Anchorage-aami – (907) 269-4909  
Fairbanks-aami – (907) 451-2886  
Juneau-mi – (907) 465-4842  
<http://www.labor.state.ak.us/lss.lss.htm>

FEDERAL-AAM ALERQUUTAI AYUQNGAITUT STATE-  
AMTA ALERQUUTAINI  
TUATEN AYUQKAN, ALERQUUCIRPAUNRULRIA  
ATURCIQUQ.  
APYUTKANGQERQVET? QAYAGAUQIKI UKUT  
USDOL FEDERAL WHD-T WANI NAMPAAAMI  
1-866-487-9243,  
WALL'U ANCHORAGE-AAMI WANI NAMPAAAMI  
(907) 271-2867

### 21. Qaillun taktallriamek unak'ciqsia ak'iuteka?

Akingut'vet unakellerkaa calivigpenek cuqnguarluku qavcini ernerni, wall'u allrakuq atauciq wall'u cipluku. Cat ayuqenrilnguut nagutet cukailcaryugngaata wall'u cukaqercelluku akingutvet unakellerkaa. Kalikat elpenek apertuutet qaajimakata, caliviin-llu maligtaquskan, cukaciquq. Taugaam, kalikat elpenek apertuutet ikayutngunrilkata, caliviin-llu maligtaqutenrilkan, taqtunaciarciquq.

### 22. Qaillun ukut ayuqenritat ernerpak, erenrem avgani, una-llu cararmi calistenguqapiarpeknani calitulit?

Akiliristet Essassanek-llu Ciuliqagtet (The Wage and Hour Administration) arenqiirturiyuitut ernerpak, erenrem avgani, cali-llu calistenguqapiarpeknateng calistenek. Ilaait caliviit atavaqautnek (benefits) ernerpak calitulitun piyuumalriit cikiumangaitait erenrem avganek calitulitun calistenguqapiaranrilgurnun-llu. Ernerpak calistengunrilkuvet nallunriryukuvet-llu atavaqautnek (benefits) cikiumayugngayukekuvet, apqaurutkekiu calivigpeni nallunriciiqut kalikat maligtaqutekat aturluki kina cikiumallerkaa wall'u cikiumanritlerkaa atavaqautnek (benefits). Apyutkangqerquvet atavaqautet tungiitnun qayagauqiu una U. S. Department of Labor, Employee Benefits Security Administration-aat wani akilinaingurmi nampaami 1-866-444-3272 wall'u computer-aatgun piyukuvet una igarluku <http://askebsa.dol.gov/>

### 23. Cat pillerkiuraugat ataa kingunemnun utertellerkaq?

Calivivet ikayurluten, akiliuskaku ek'uten, wall'u navriskaten ekutevnek nunavnek calivivet nuniinun Alaska-mi wall'u akmaken, calivivet akilitarkaugaa ataa utertellerkan nunavnun calian qaajuskun. Calivivet akilircigacugngaa ataa utertellerkan taqevkaumakuvet, calluakuvet, taangiakuq, kalikami-llu application-aami piciunrilgurmek igallrukuvet, wall'u calinritqetaaqvet avalissaanak pingayuni ernerni caliarkallerpet erenritni. Calian taqlertuuskuvu, calivivet utertellerkavet ek'yutii akilicescigataa taugaam taqlertuquvet calivivet akinguten elluarluku pinrilkagu, utaviin wall'u caliam ayuqucia, wall'u temvet, wall'u aarnaqenritlret pitekluki.

“Una kalikaq taringcetaarutnguuq akingutet essassat-llu cayailkutiin tungiinun calistem. Alerqitnguluku atunriciu.”

Revised January 2017

### 1. Alaska-mi qaillun amlletaa ikgenkacagiiit unangutii yuum caliaqan?

Pingayunelgen pingayunek-llu kangiranek cipluku ataucimi essassami (\$9.75 an hour), mayurlluku qungunritaarnek pingayunek-llu kangiranek cipluku ataucimi essassami (\$9.80 an hour) ayagnirciquq January 1, 2017-aatq piskan.

### 2. Calivima-qaa akilirarkaugaanga essassarkuiranka cipluki calikuma?

Aa-ang. Taugaam calikuvet pingayunelget essassat cipluki ernerni ataucimi, wa-llu qulen estaman cipluki ataucimi nitilimi, calillerkiurapet amlletaciit cipeskuvki akiliumaarkauguten ataucim essassam avganek-llu cipluku calivisiaqalten cipneret. Apyutkangqerquvet qayagauqiki una Wage and Hour Office-aat wani nampaami (907-269-4909)-aami.

### 3. Akingyuilkuma essassam ataucim piyaraatun, akiliumaciqaa-qa ikgenkacagarmek cali-llu essarkuirama cipnerit?

Aa-ang. Qaillun akiliumacirpetun, essatgun, allatgun-llu, calistet tamarmeng Alaska-m minimum wage-aneq akiliumaciqut essassarkuirat-llu pipeskata allamek alerqutailkata. Qayagauqiki Wage and Hour Administration Office-aat kangingnauvsiryukuvet.

### 4. Atanema-qaa essassarkuiranka cipluki calivkaryugngaanga?

Aa-ang, taugaam calikuvet pingayunelget essassat cipluki ernerni ataucimi, wall'u qulen estaman cipluki nitilimi ataucimi calikuvet, calivivet akilirarkaugaaten essassaavganek-llu cipluku essassarkuiravet cipneri, wall'u qulen estaman nitilimi pipeskuvki. Calivivet essarkuiravet cipneri akilirilakiki, qanruteksugngaan una arenqiallugun ukunun Wage and Hour Administration-aat office-aaritnun.

### 5. Calivima-qaa essassarkuirama cipluki calillrenka akilirpeknii wangnun aturceugngai calinritqaqeryukuma allami ernerni?

Qanga. Cikiumakuvet calinritqassuutnek essassanet cipnernek akiliutnguvkenaki alerquutngunrituq Alaska-mi. Piyunarq-uciumauten essassarkuiraten cipluki calikuvet akiliumaarkauluten-llu akingutvet-llu kalikaani igausngaarkau-luni.

### 6. Apqaitnek Salary-tgun-qaa calilriit essassarkuirarteng cipluku caliyugngaut?

Salary-tggun akingtuli essassarkuirani cipluki caliyugngauq. Ilaait calistet essassarkuirarteng cipluku calisciigatut, makut Atan'viit, Atanviim-llu aciani calilriit, Elisngalrianek-llu aprumalriit calistet, tamarmeng ukut taqumallri picirkiutengqertut. Calivivni caliarkarpet, qaillun-llu akikiurumallerpegun pinarquciumatuut essassarkuirarpet cipluku caliyugngacin.

**7. Qavcinek calistengqerssugngaa calivika essass'at apertumalriit cipluki yuk calikan akingyugngallerkaa (overtime)?**

Estamanek wall' cipluku. Calivik pingayunek wall'u ikgellranek pingayuun calistengqerqan, akiliriciq'ai ayuqluki essass'at tamalkuita.

**8. Calivima qanrutaanga "wangnek calistek'nilua allakarma" (independent allakarma). Caua tauna?**

Nutem una ellminek unangengnaqluni calituli, elminek unangengnaqluni caliangqertuq. Calikuvet taugaam caliarakitaqluten atanerruarpet pikaten, calivivet apertumaciqaa ten elpenek calistekniluten, qaungengaitaaten cali-llu makunek apqait benefit-aat, Worker's Compensation-aat, Unemployment Insurance-aat, cali-llu Social Security-t ikayutaitnek. Qayagauqiu Workers' Compensation Division-aq wani nampaami 269-4980, wall'u nunaqlirpeni Wage and Hour Administration-aat Office-aratni ikayungcarluten.

**9. Agayuyaram-qaa (Holiday) erenrani calikuma akingyugngaunga?**

Alerquutngunrituq. Calivivet taugaam akqellrukaten Agayuyarani (Holidays) akiliriciqniluten. Taringcetaarun: Calivivet akqellrukaten akiliriciqniluten essass'am avganek-llu cipluluku agayuyarami calikuvet, akiliriciqaaten essass'am avganek-llu cipluku essassami ataucimi akililaucirpetun (Time and a half pay). Caliviin Agayuyarani akiliriyuilkan, ataucim essass'am akingutiinek akiliriciqaaten. Calivivet akeq'katen taugaam qaillun akilillerkan elkarcimanrilkan, calikuvet-llu Agayuyarami, akiliumaciquten essassani pingayunlegni akinglaucirpetun, cali-llu ilaluku essassanek pingayunlegnek akinguten Agayuyaram erenrani.

**10. Naullukuma-qaa calivkeni-llu akingyugngaunga? Agayuyarami? Taqevkaumakuma-llu?**

Calivivet taugaam akqellrukaten akiliriciqniluten. Naulluluni aking'un, Agayuyarami aking'un una-llu taqevkaumalriim akingut'ii taikut pingayun cikiutnguut calistemun, akingyugngariluki calinrilkata. Taumek, caliviim akiliriyugngai calistet atavaqauciumai alerqutengqerqata akilirarkauluki, wa-llu akqelrukaki akilirarkauluki. Kingunrita (Department) ellalirtularait caliviim alerquutai akiliriyugngaumallrem tungiinun.

**11. Qayagaullerkamnek-qaa utaqaurlua (On-call) ikayurillerkamnek akingyugngaunga?**

Uum kiutii qacignarqenrituq. Ilaik qayagaullerkamegnek utaqaurluteng calilriit akingurluteng pilartut, ilait-llu pivkenateng. Utaqaurallerpeni qayagaullerkavnek caarkavnek caqcaaryukuvet uitavivni elpenun at'auq. Calivivet ayagatulimek qanercuutmek (cell phone or beeper) cikiqaten, uitavivni-llu caqcaaryukuvet calivivet akingurcesngaitaaten taugaam qayagaurumakuvet nutaan akingellerkan ayagnirciquq. Calivivni taugaam qayagaullerkarpenek utaqaurquvet, inerquumakuvet-llu naaqingauk qanemcianek, essnirtaangaanak, wall'u niicugningaanak yuarullugnek radio-mek-llu, akilirarkaugaaten calivigpet.

**12. Caua alerquun mernuinericiqaallerkam nerllerkam-llu tungiinun?**

Alaska-mi caliviit pillerkiumaut mernuinericiutmek essass'am avganek ayagyuanun allrakulegnun qula estamanek cipluku wavet tekilluku qula malrunlegnek cipluku (14-17) calilrianun essassanek tallimanek wall' cipluku cali caliarararkanun. Caliviit pillerkiuraitut calistenun alrakulegnun qula pingayunlegnek cipluku akallaunrit-llu. Calivivet mernuinericiyugngavkaqaten calinanerpeni, mernuinericiyugn-gauten essass'at cet'yagaat yuinaat aciati akingurcelluten. Calivivet-llu nerllerkarpenek taqeq'aumayugn-gavkaqaten, akiliumangaituten cet'yagaat yuinaat cipluki neryartumakuvet calinrilkuvet-llu.

**13. Calivima-qaa akingutma amlertac'ia cimiryugngaa?**

Aa-ang, cikiqaten kalikamek nallunairutmek cimillranek arenqigiumakan akingyaram erenran ciungani. Taringcetaarluku: Akingelaucivet emerkiutii (payday) wani iraluun emerkiutii yuinaq tekiskaku, calivivet cikiryugngaaten igausngalriamek nallunairutmek akingutvet cimiutii erenret tapeqluku erena yuinaq iraluun tekilluku. Taum-llu erenrem kinguakun akingarkauluten nutaram akingutvet cimillrem amlertacianek.

**14. Cat ilangarutnguyugngaata akingutemnek?**

Akit wall'u akiviutami nuruyutet, ta'maarat, wall'u tegel'qaumalriit ilangarutnguyugnaut qanrutkekuvki kalikakun-llu igauskuvki-llu tegullruniluku taunkut akit nurusngalriit amlertac'iacetun. Calivivet navrarcetellrukaten akingek, ilangarcugngait akingutevnek kalikamek piyunarqucimek imirilrukuvet tungiinun. Kalikaq piyunarquciun (authorization) imiunarilnguq sign-arcigatan calivigmi ayagniqaarraaqvet. Alerquutnguq, ilangarutet (deductions) ikeglicarciigataat akinguten wall'u essassarkiaravet tungiinun. Navrallrukuvet akiinek, caliviin piyunarquciryugngaata igauulluku ilangarcesqelluki akingutevnek. Iluuulriamek, alerquun aturluk, tax-aat ilangarutnguyugngaut, wall'u akilirarkat child support-anun allanek-llu ilangarutkangqerquvet.

**15. Cat nallunritnarqellriit calivima igautarkaugaki kalikamun akingutemnun?**

Calivivet cikirarkargaaten avalirkavnek kalikamek nallunairluku qaillun amlertalriamek caliiren, unanguteten ayagnirraanerpenek, cali-llu qaillun amlertalriamek akingellren. Akingutvet kalikartaa igangqerrarkauguq qavcinek essassarkiaravnek calilthen, qavcinek essassarkiararpet cipluku calivisiaqallren, qaillun-llu amlertalriamek akinguten essassarkiaravni, calivisiaqallerpet-llu amlertacia, tamallkuita unanguteten quyurlluki, ilangarutet tax-aat, allat-llu ilangarutnguyugngak'ai calivivet. Akingutvet-llu kalikartaa nallunairutengqerrarkauguq qangvaq ayagnillerpet iqua-llu akingutvet.

**16. Calivika kalikamek nallunairutmek cikinerr'arqa malrugni nitiiligni taqsuglua tua-i-llu taqevkarlua. Qaillun piyugngasia?**

Alaska-mi, caliviim avalissaunani calisteni taqevkaryugngaa. Taumek, taum taqevkartiin narurtenritai alerquutet taqevkaumallrem tungiinun. Alerquuciurta (Attorney), apcugngaata picetaarutkun (lawsuit), calivivet alarlluni taqevkaumallrucian. Tangernaksukuvet, pillraksukuvet-llu cakuciullren piluku, allrakuvet, ukverutevkuun, arnauniluten wall'u angutnguniluten, wall'u cali allatgun avalissaautetgun, qayagaurugngaata una Human Rights Commission-aam nampaara (907) 274-4692 wall'u akilirnailgurkun (800) 478-4692.

**17. Qaillun amlertalriani erneni akingarkausia caliaqa iqukliskan?**

Calivivet taqevkaqaten, calivivet akilirarkaugaaten calillerpet unangutai pingayun erenret nur'tevkenaki taqevkaumallerpet erenran unuaquani, (maiqineq agayuneq-llu ilakevkenakek agayuyarat-llu). Taqkuvet, akiliumaarkauguten akiliviv'qigutmi pingayun erenret malenritni.

**18. Ciin calivika cikiumaa yuinanek erenrek kiugarkauluki Ciuliqagciurtert (Department) igautiit akingutka pitekluku, akilirarkaugraatnga pingayut erenret iluatni?**

Ciuliqagciurtem (Department) caliviin cikiumaa anagyaatmek piciliutevnek. Una aprum'auq "picirkiurautmek". Ciuliqagtet atularaat qanercetaarviim cikiumalauciacetun yuinanek erenrek (20 days) assiriluku erenret amlertaciiit calivivet kiullerkaat qanemyuugutvet tungiinun.

**19. Qaillun amlertalriamek pivigkiurumasia unangessaagutemnek taqevkaumarraarlua?**

Unangessaagutet (Claims) uumun akingutkeksailutet essassarkiarum cipluku pillret paivcimaarkaugut kalikatgun malruk allrakuk tekillukek iluani. Unangessaagutet (Claims) essassarkiarautet allat-llu cikiutet paivcimaarkaugut kalikatgun pingayun allrakut tekilluku iluani-llu, pingayun allrakut iluatni caliat taqutellret. **Unangessaagutmek-gguq (Claim) egmian imirikina nallunriq'aucivtun akilivlagyukellrukuvet allanek unangutnek.**

**20. Ciuliqagciurtem-qaa unangessaagutka ciuniuryugngaa?**

Qanga. Ciuliqagciurtem qessaksugngaa qavcinek avalissarluni ukut ilaitnek: picinrilkan unangessaaguten; caliviin-llu imirilrakan calinrircutem cay'aikutiinek; pinaciaqaqvet imirilrerkavnek, wall'u imirilrakan kitararuskuvgu.