

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

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

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

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

### 23. **Cat pillerkiuraugat ataaam kingunemnun utertellerkaq?**

Calivivet ikayurluten, akiliuskaku ek'uten, wall'u navriskaten ekutevnek nunavnek calivivet nuniinun Alaska-mi wall'u akmaken, calivivet akilitarkaugaa ataaam utertellerkan nunavnun calian qaqiuskan. Calivivet akilircigacugngaa ataaam utertellerkan taqevkaumakuvet, calluakuvet, taangiqkuvet, kalikami-llu application-aami picinrilgurmek igallrukuvet, wall'u calinritqetaaqvet avalissaanak pingayuni ernerni caliarkaulerpet erenritni. Calian taqlertuuskuvgu, calivivet utertellerkavet ek'yutii akilicescigataa taugaam taqlertuqvet calivivet akinguten elluarlluku pinrilkagu, uitaviin wall'u caliam ayuqucia, wall'u temvet, wall'u aarnaqenritellret pitekluki.

"Una kalikaq taringcetaarutnguug akingutet essassat-llu cayailkutiin tungiinun calistem. Alerquingulukulu atunriciu."

Revised January 2024

# YUPIK

## Department of Labor and Workforce Development

### Wage and Hour

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



Allaanek Nallunritarkaneq piyukuvet  
Alaska-mi Caliyaram tungiinun qayagauqiki:

Wage and Hour -aat Office-aarit

Anchorage-aami – (907) 269-4900

Fairbanks-aami – (907) 451-2886

Juneau-aami – (907) 465-4842

<http://www.labor.alaska.gov/lss/whhome.htm>

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

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

Pingayunelgen pingayunek-llu kangiranek cipluku ataucimi essassami (\$11.73 an hour), mayurlluku qulngunritaarnek pingayunek-llu kangiranek cipluku ataucimi essassami (\$17.73 an hour) ayagnirciquq January 1, 2024-aaq piskan.

### 2. **Calivima-qaq akilirarkaugaanga essassarkuiranka cipluki calikuma?**

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

### 3. **Akingyuilkuma essassam ataucim piyaraatun, akiliumaciqua-qaq ikgenkacagarmek cali-llu essarkuirama cipnerit?**

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

### 4. **Atanema-qaq 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 cipeskuvki. Calivivet essarkuiravet cipneri akiliriilkaki, qanruteksugngaana una arenqiallugun ukunun Wage and Hour Administration-aat office-aaritnun.

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

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

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

Salary-t-ggun akingtuli essassarkuirani cipluki caliyugngauq. Ilaik calistet essassarkuirarteng cipluku calisciigatut, makut Atan'viit, Atanviim-llu aciani calilriit, Elisngalrianek-llu apumalriit 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 caliarqitaqluten atanerruarpet pikaten, calivivet apertumaciiqaa ten elpenek calistekniluten, qaungengaitaaten cali-llu makunek apqait benefit-aat, Worker's Compensation-aat, Unemployment Insurance-aat, cali-llu Social Security-t ikayutaitnek. Qayagauciu Workers' Compensation Division-aaq 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, atauciim essass'am akingutiinek akiliriciqaaten. Calivivet akeq'katen taugaam qaillun akilillerkan elkarcimanrilkan, calikuvet-llu Agayuyarami, akiliiumaciquten essassani pingayunlegni akinglaucirpetun, cali-llu ilaluku essassaneq 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 taukut pingayun cikiutnguut calistemun, akingyugngariluki calinrilkata. Taumek, caliviim akiliriyunggai calistet atavaqauciumai alerqutengqerqata akilirarkauluki, wallu akqelrukaki akilirarkauluki. Kingunrita (Department) ellalirtularait caliviim alerquutai akiliriyugngaumallrem tungiinun.

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

Uum kiutii qacignarqenrituq. Ilaait qayagaukerkamneq utaqaurluteng calilriit akingurluteng pilartut, ilait-llu pivkenateng. Utaqaurallerpeni qayagaukerkamnek 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 qayagaukerkamnek utaqaurquvet, inerquumakuvet-llu naaqingauanak 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 essassaneq tallimaneq wall' cipluku cali caliarararkanun. Caliviit pillerkiuraitut calistenun alrakulegnun qula pingayunlegnek cipluku akallaunrit-llu. Calivivet mernuinericiyugngavkaqaten calinanerpeni, mernuinericiyugn-gauten essass'at cet'yagaat yuinaat aciatni akingurcelluten. Calivivet-llu nerllerkarpenek taqeq'aumayugn-gavkaqaten, akiliiumangaituten 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 enret tapeqluku enra 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 piyunarquciuun (authorization) imiunanrilnguq sign-arcigatan calivigmi ayagniqaarraaqvet. Alerquutnguug, ilangarutet (deductions) ikeglicarciigataat akinguten wall'u essassarkiaravet tungiinun. Navrallrukuvet akiinek, caliviin piyunarquciryugngaun igauulluku ilangarcesqelluki akingutevnek. Iluuulriamek, alerquun aturluk, tax-aat ilangarutnguyugngaut, wall'u akilirarkat child support-anun allanek-llu ilangarutekangqerquvet.

**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 caliliten, 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. Alerquuciarta (Attorney), apcugngaun picetaarutkun (lawsuit), calivivet alarlluni taqevkaumallrucian. Tangernaksukuvet, pillraksukuvet-llu cakuciullren piluku, allrakuvet, ukverutevkun, arnauniluten wall'u angutnguniluten, wall'u cali allatgun avalissaautetgun, qayagauryugngaun 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, (maqineq agayuneq-llu ilakevkenakek agayuyarat-llu). Taqkuvet, akiliiumaarkauguten akilivin'qigutmi pingayun erenret malenritni.

**18. Ciin calivika cikiumaa yuinaneq erenernek kiugarkauluki Ciuliqagciurtet (Department) igautiit akingutka pitekluku, akilirarkaugraatnga pingayut erenret iluatni?**

Ciuliqagciurtem (Department) caliviin cikiumaa anagyaqaqumek piciliutevnek. Una aprum'auq "picirkirautmek". Ciuliqagtet atularaat qanercetaarviim cikiumalauciacetun yuinarnek erenernek (20 days) assirniluku 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 imirilrukan calinricutem cay'aikutiinek; pinaciaqaqvet imirillerkavnek, wall'u imirillerkan kituraruskuvgu.