

HB 281

NOTE REGARDING THE FOLLOWING FRAME(S) ON MICROFILM:
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TITLE PAGE ONLY HAS BEEN FILMED.

**STATE OF ALASKA
DEPARTMENT OF LABOR**



TITLE 23. LABOR

CHAPTER 05. -- CHAPTER 10.

DEPARTMENT OF LABOR

EMPLOYMENT PRACTICES & WORKING CONDITIONS

AS 23.05.010 - AS 23.05.340

AS 23.10.015 - AS 23.10.150 & AS 23.10.375 - AS 23.10.400

July, 1981

WAGE & HOUR DIVISION PAMPHLET NO. 100

BILL SHEFFIELD
GOVERNOR



STATE OF ALASKA
OFFICE OF THE GOVERNOR
JUNEAU

March 18, 1983

The Honorable Joe L. Hayes
Speaker of the House
Alaska State Legislature
Pouch V
Juneau, Alaska 99811

(3 DAYS OF
TERMINATION
SENT)
VERBAL

Dear Mr. Speaker:

Under the authority of art. III, sec. 18, of the Alaska Constitution, I am transmitting a bill relating to the payment of wages. This bill would make discretionary the imposition of the wage claim penalty under AS 23.05.140(d) against an employer who fails to pay wages to an employee within three days of the date of termination. In addition, the bill would strengthen the protection given an employee who has been offered a partial payment of a wage claim on the condition that he release the employer from paying the entire amount of wages claimed. The bill would void such a release which is given contingent on part payment of the wage claim.

The final provision of the bill would limit the application of the definitions in the federal Fair Labor Standards Act, 29 U.S.C. 203, to only those terms used in the Alaska Wage and Hour Act which are not defined by state law or regulation.

Sincerely,

A handwritten signature in cursive script that reads "Bill Sheffield".

Bill Sheffield
Governor

STATE OF ALASKA
FISCAL NOTE

Revision Date March 10, 1983

I. REQUEST

Bill/Resolution No.: HB 281
 Title: "...payment of wages..."
 Sponsor: Rules Committee
 Requestor: Rules Committee

II. FISCAL DETAIL

Agency Affected: Labor
 Program Category Affected: Public Protection
 BRU, Program of Subprogram(s) Affected: Labor Standards and Safety Division

EXPENDITURES/REVENUES: (Thousands of Dollars)

| | FY 83 | FY 84 | FY 85 | FY 86 | FY 87 | FY 88 |
|-------------------------|-------|-------|-------|-------|-------|-------|
| OPERATING | | | | | | |
| 100 PERSONAL SERVICES | | | | | | |
| 200 TRAVEL | | | | | | |
| 300 CONTRACTUAL | | | | | | |
| 400 COMMODITIES | | | | | | |
| 500 EQUIPMENT | | | | | | |
| 600 LAND & STRUCTURES | | | | | | |
| 700 GRANTS, CLAIMS, ETC | | | | | | |
| TOTAL OPERATING | 0 | 0 | 0 | 0 | 0 | 0 |
| CAPITAL | | | | | | |
| REVENUE | | | | | | |

FUNDING: (Thousands of Dollars)

| | | | | | | |
|------------------------|---|---|---|---|---|---|
| GENERAL FUND | 0 | 0 | 0 | 0 | 0 | 0 |
| FEDERAL FUNDS | | | | | | |
| OTHER (Specify Source) | | | | | | |

POSITIONS:

| | | | | | | |
|-----------|---|---|---|---|---|---|
| FULL-TIME | 0 | 0 | 0 | 0 | 0 | 0 |
| PART-TIME | | | | | | |
| TEMPORARY | | | | | | |

III. SOURCE OF FUNDS TO OFFSET FISCAL IMPACT OF BILL: No fiscal impact.

IV. ANALYSIS: Attach a separate page for any Analysis

Prepared By: Judy Knight, Special Assistant Phone: 465-2700
 Division: Commissioner's Office Date: March 10, 1983
 Approved by Commissioner: Jim Robison Date: March 10, 1983
 Department: Labor

LEG:A:11

Distribution:

- Original to Legislative Finance
- Copy to Office of Management and Budget (for Legislature introduced bills)
- Copy to Department (for Governor introduced bills)
- Copy to Sponsor
- Copy to Requestor (if different from Sponsor)

3/8/83

April 19, 1983

Mr. Ron Pavellas
Executive Director
Humana Hospital Alaska
2801 DeBarr Road
Anchorage, Alaska 99508

**Humana
Hospital
Alaska**

Dear Mr. Pavellas,

I am writing this letter, along with support of other hospital staff members, to stress the importance of re-establishing an 8/80 workweek at Humana Hospital Alaska. In order to meet the needs of our community, we naturally must be available 7 days a week, 24 hours a day, making a 40-hour workweek difficult to schedule. We are denied an 8/80 workweek because we are not a non-profit hospital.

Following are a list of reasons to support an 8/80 workweek:

- (1) It would allow the possibility of 10 days on/4 days off.
- (2) Long working stretches allow for 4 days off in a row.
- (3) Part-time staff members could work extra days for their peers without the hospital having to pay overtime.
- (4) During high census readings, a nurse manager would have a larger list to call from without having to pay overtime.

We feel that such a change would improve employee morale, and we totally support an 8/80 workweek.

Sincerely,

Cheryl Stanton RN
Cheryl Stanton, R.N.
Nursing Supervisor

CS/ng

Christine Hunter LPN
Christine Kim RN
Lee Tholen RN
Shannon Clayton U.S.
Linda Webster RN
Dude Williams RN
Beth Burgraff RN

Valerie Johnson RN
Nursing Supervisor
Lorraine Michaud RN, BSN
Merle M. Pelowski RN
Mary S. Atchley
Susan Canale RN, BSN
Elyse Stankiewicz
Linda Stepaniak
Barbara L Owen U.S.
Nancy Jones RN
Cheryl Stanton RN

**Humana
Hospital
Alaska**

Mr. Ronald A. Pavellas
Executive Director
Humana Hospital Alaska
2801 DeBarr Road
Pouch 8-AH
Anchorage, Alaska 99508

Dear Ron,

I wish to stress the importance of obtaining a change in the legislation which would permit that overtime be calculated on an 8 (hours per day) and 80 (hours per pay period) instead of the 8 and 40 as currently exists.

Humana Hospital Alaska is currently denied the 8 and 80 because we do not have the status of "Non Profit" as the overtime law states.

This law limits us in the following ways:

- (1) Requires that we split employees' days off (into some single days) in order to avoid unnecessary overtime.
- (2) Hinders our flexibility in creating flexible scheduling which is generally helpful in attracting Registered Nurses.
- (3) Creates an inability for us to allow our 11PM to 7AM employees several days off together without incurring substantial costs in overtime.

Any assistance in a change in this legislation would be appreciated, as it would permit more effective utilization of our nursing personnel.

Sincerely,

Patricia K Davis

Patricia K. Davis, R.N.
Associate Executive Director
for Nursing

PKD/ng