ENGAGE PEO

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Client Alert

Alaska: Captive Audience Ban Takes Effect July 1, 2025

WHAT'S NEW: Effective July 1, 2025, Alaska has implemented captive audience protections for employees.

WHY IT MATTERS: The new law prohibits employers from taking adverse employment actions against an employee who refuses to attend an employer-sponsored meeting or listen to communications about the employer's opinion about religious matters or political matters ("political matters" also includes the decision to join or support a labor union). If employers violate the captive audience ban, they could be liable for, at a minimum, lost wages

WHAT EMPLOYERS SHOULD DO:

- Contact your Engage PEO HR Consultant or Business Partner about captive audience meetings that involve religious, political, and/or union matters.
- Contact your Engage PEO HR Consultant or Business Partner if you are considering terminating or disciplining an employee for missing a meeting that involves religious, political, and/or union matters.

If you have any questions, please contact your HR Consultant/Business Partner.