

Alaska General Seafoods Naknek, Alaska

2021 Salmon Processing Season

Alaska General Seafoods (AGS) is a land based salmon processing facility. Our Naknek, Alaska location provides jobs for more than 600 people each year; however, this does not include jobs on fishing vessels, set netters, or tenders. The qualities that AGS looks for in seafood processors are:

- Able to work the full season, usually mid-June to End of July (possibly early August).
- Physically able to stand for long periods of time, move heavy weights (on some jobs), and work long hours.
- Must get along with a diverse group of people in remote and sometimes wet and cold conditions.
- Hardworking with the ability to persevere in adverse conditions.
- Flexibility/adaptability – salmon season is unpredictable and processors must be able to go-with-the-flow.
- Will follow directions, pay attention and abide by safety rules.

While seafood jobs are plentiful, when the fishermen do not fish, the processors do not process. Processors are only paid for the time they work. There are no guarantees for the number of hours you will work.

SALMON PROCESSORS may do any of the following tasks:

- Sort and prepare fish for freezing.
- Weigh, record weights, pack fish in boxes.
- Work in freezing room, move carts of salmon in and out of freezing room.
- Stack, palletize, and shrink-wrap boxes.
- Clean fish (scrape, cut, gut, behead, wash, and clean stomach linings).
- Fillet fish (slice flesh from bones and prepare fish for canning or freezing).
- Clean and pack fish eggs.
- Feed cans and lids into seaming machines and operate machines (to move packed seafood from place to place).
- A processor may rotate from one job to another.

WHAT THE WORK IS LIKE: Most, not all, salmon processing jobs are repetitive, smell like fish, are slimy, cold, and wet. It is manual work and you will be standing most or all of the time. Standing can last for 12 or more hours per day, seven days per week.

WHERE WE ARE LOCATED: The AGS Naknek facility is approximately 310 miles southwest of Anchorage, Alaska. The cannery is located along the river in Naknek, Alaska. There is a post office where we can facilitate sending/receiving mail and packages, but being remotely located means that shipping will take extra time, and not all retailers will ship to Alaska.

COVID-19: AGS Naknek has made many alterations to our facility and implemented policies/procedures to keep our crew and community safe and healthy. Work stations may have plastic barriers where social distancing is not possible, additional PPE will be worn, and the Mess Hall has seating restrictions and will operate on a strict schedule. AGS will have a closed campus and employees actively participate in mask wearing, social distancing, regular testing on-site, pre-arrival requirements (testing, screening questions, temperature checks, etc.). COVID-19 related policies and procedures are subject to change based on current best-practices and CDC recommendations. ****Regardless of personal beliefs, ALL AGS employees are expected to adhere to COVID-19 policies and follow procedures to ensure optimum health and safety of our crew and community. Failure to do so will result in disciplinary action, which may include termination****

PLANT LOCATIONS: In Naknek, AGS has two plant locations located across the street from one another. Upon your arrival, you will be assigned to work at either the Freezer Plant or the Main Plant.

TRANSPORTATION: Round trip transportation to and from Seattle, WA or Anchorage, AK is paid for by AGS as long as you complete the season. If you quit, you are responsible for your own airfare home. After the processing season is over, seats on departing airplanes are on a first come first serve basis due to many fishermen and processors departing at the same time. You may have to wait at the cannery for a day or two after work is completed before your flight home. If you decide to stay in Alaska and travel after the completion of the season, you forfeit your return airline ticket. ****AGS employees are required to follow airline protocol regarding COVID-19 including but not limited to wearing a mask during transit****

INTERVIEWING: Interviews are usually done over the phone and conducted by a member of the recruiting or HR team. Feel free to ask any questions you may have about the job at this time.

ALCOHOL AND ILLEGAL DRUGS: AGS has a strict drug and alcohol policy – neither are permitted on company property. No weapons of any kind are allowed on the property as well. AGS works hard to provide safe worksites and housing.

PAY: First year AGS employees are paid \$12.36 per hour regular time, \$18.54 overtime. Overtime consists of anything over 8 hours a day and over 40 regular hours a week.

HOURS: Hours of work in the freezer will be split into 16 hour shifts per day at our peak. The cannery usually works for 12-16 hours per day. While additional work may be available, it is not guaranteed and depends entirely on how the salmon harvest goes. We expect workers to stay on the job until released. This could mean working in excess of 16 hours per day, seven days a week OR some days there is NO WORK.

HOUSING: AGS provide housing and meals (Breakfast, Lunch, Dinner, and Midnight meals). Housing is dormitory style or barracks style. Dormitory rooms have 2-4 persons per room and barrack rooms have as many as 8-24 persons in one large room. **Our barracks style housing was not used during the 2020 season – use of this housing will depend on COVID-19 policies at the time season starts.** You are NOT guaranteed to live in the same room as previous seasons. Housing will likely be assigned according to department/job – you may submit a roommate request, but this may require you to both/all work in the same department and shift. We provide bedding, washers, dryers, laundry detergent, and shower facilities. **There are no PHONES available in camp. Your personal cell phone with service in the lower 48 states will likely not work in Bristol Bay, but will be great for taking pictures! Wi-Fi is available in camp, but it is not reliable – you may not ever successfully connect to the Wi-Fi.**

THE ENVIRONMENT AND BUGS: Processors may encounter bears as well as mosquitoes and other bugs. Rain is also common during the summers in Naknek so stay prepared by bringing a raincoat and appropriate footwear. This is a small drawback to the clean air, amazing wildlife, and remarkable scenery that Alaska has to offer!

WHAT YOU MUST BRING: By law, you must furnish documents within three days of being hired that prove your identity and that you can legally work in the United States. Examples of these documents are: a valid, unexpired driver's license, valid state ID card, original social security card, valid passport and an original or certified copy of a birth certificate. If you have any questions about this requirement please speak to a member of the HR or recruiting team **BEFORE YOUR FLIGHT TO ALASKA**. Failure to bring acceptable right-to-work documentation will result in you being sent home.

WHAT ELSE TO BRING:

- Raincoat
- Appropriate footwear and insoles (close-toed shoes are required in all processing areas). AGS provides rain gear, boots, and any necessary PPE.
- Baseball cap, warm winter hat (one that covers ears), 3+sets of warm work clothes, lots of layers, lots of socks, a soft luggage bag or sea bag.
- Some fun items to bring if you have them – Hawaiian shirt (Aloha Fridays), Wolf Shirt (Wednesdays), Flannel shirt (also Wednesday), Teddy Bear shirt (Teddy Bear Monday), Sea Creature shirt (Sea Creature Saturday) ☺
- PADLOCK OR COMBO LOCK FOR ROOM
- Masks, bandanas, other cloth face coverings if you have them. PPE will be provided, but if you have your own as well for non-working hours, feel free to bring them! Reusable face masks must be washed DAILY.
- Any medication you are taking including insulin (2 month's supply is recommended), extra eyeglasses or contacts, towels, washcloths, toiletries (personal hygiene items i.e. deodorant, toothpaste, etc.), some sort of alarm clock, padlock or combo lock to share with roommates, books, crafts if your into those, and a small notebook to keep track of hours. There is a company store in the Main Plant camp where some of these items can be purchased. The camp store will have limitations due to new protocols and procedures to accommodate CDC guidelines and recommendations, so bring your essentials with you. Keep in mind, prices are higher in Naknek (everything is flown/barged in, not everything is readily available).
- **IDENTIFICATION AND RIGHT-TO-WORK IN THE U.S. DOCUMENTS**
- Bring enough money for any extras such as over-the-counter medicine, candy, postcards, etc. – **THERE ARE NO CASH DRAWS**
- Processing for AGS is a union job, which means all processors pay union dues. This comes out of the paycheck and is \$100 for new AGS processors.
- If you would like to set-up a direct deposit (rather than be paid by check), you **MUST** bring a voided check or the correct form with account info from your bank. You will not have access to a bank - Only authorized personnel will be permitted to leave company property this season to keep our crew and the community we work in healthy and safe. If you foresee this being a problem, please make arrangements to have an account in your name and direct deposit.

Thank you for your interest. We look forward to working with you for the 2021 salmon harvest season!

