

Child Labor

Department of Labor  
**CHILD LABOR LAWS**

Each employer shall obtain and display the proper Child Labor Certificate(s) for each location where minors under the age of 18 are employed. To apply for a certificate(s) go to [www.labor.alabama.gov](http://www.labor.alabama.gov).

Persons under 14 years of age SHALL NOT BE EMPLOYED

	Minors Age 14/15	Minors Age 16/17
<b>Employment Certificate</b> (Renewed Annually)	<b>Class I Certificate</b> To employ minors age 14/15	<b>Class II Certificate</b> To employ minors age 16/17
<b>Work Time Restrictions</b> (Minors Under age 19)	<p><b>During the Months when Public Schools are in Session</b> No more than 3 hours on any school day No more than 8 hours on a non-school day No more than 6 days per week No more than 18 hours per week Not before 7am or after 7pm on <b>Any Day of the Week</b> Not during school hours (8am-3pm)</p> <p><b>During Months when Public Schools are NOT in Session</b> No more than 8 hours per day No more than 6 days per week No more than 40 hours per week Not before 7am or after 9pm each day</p>	<p><b>During the Months when Public Schools are in Session</b> Minors 16-17-18 years old who are enrolled in public or private school, may NOT work after 10pm or before 5am on a night preceding a school day.</p> <p><b>During Months when Public Schools are NOT in Session</b> Minors 16 and older do not have an hour restriction during this time.</p>
<b>Breaks</b>	A documented 30 minute break is required for any 14 or 15 year old who is employed for more than 5 hours continuously.	No breaks are required for employees 16 and older.
<b>Occupations</b>	See AL §25-8-33 to 35 for a detailed list of prohibited occupations	See AL §25-8-43 for a detailed list of prohibited occupations.
<b>Record Keeping</b>	Each employer must keep on premises an <b>Employee Information Form</b> (available at <a href="http://www.labor.alabama.gov">www.labor.alabama.gov</a> ), <b>Proof of Age</b> , and <b>Time Records</b> showing the number of hours worked each day, starting and ending times, and break times for each employee 18 years of age and younger.	

\*Children of parents who own their own business are **NOT** exempt from Alabama Child Labor Law

**Alcoholic Beverages**

Employees must be:

**21** to serve alcoholic beverages for consumption on premises (19 if licensee is RVP certified).

**16** and older may be employed in such establishments as busboys, janitors, dishwashers, cooks, hostesses, or seaters.

**14 and 15 year old minors SHALL NOT** work in any establishment that serves alcohol for consumption on premises.

(Note: Members of the immediate family of the owner or operator who are 14 or 15 years of age may be employed in such establishments provided they do not serve, sell, dispense, or handle alcohol.)

**Inspections by the Department of Labor**

The Department of Labor has the right to enter, without warrant or notice, any business establishment for the purpose of routine inspections. These visits shall be conducted as frequently as needed to ensure that minors are employed in compliance with this act. The department shall enforce this act and may administer fines and/or prosecution for any violation of this act.

*This notice is to be posted in a conspicuous place. This notice is for reference only. For full text consult §25-8-32 to 63. Any difference in state or federal law regarding child labor, the law providing the most protection to the minor takes precedence.*

**FOR MORE INFORMATION CONTACT:**

THE ALABAMA DEPARTMENT OF LABOR  
CHILD LABOR ENFORCEMENT  
649 MONROE STREET  
MONTGOMERY, AL 36131  
(334) 353-1761 [www.labor.alabama.gov](http://www.labor.alabama.gov)

REV. 2012

Unemployment Fraud

Department of Labor  
**Unemployment Compensation Fraud Is A Crime**

Some examples of fraud include:

- Making false statements to obtain unemployment compensation
- Attempting to draw benefits while working
- Continuing to file a claim after returning to work
- Being paid "under the table" while collecting unemployment compensation
- Not being truthful when filing your initial or weekly claims

**FRAUD IS STEALING!**  
**FRAUD PENALTIES ARE SEVERE**

- Up to a Class B Felony
- Fines of up to \$500 AND up to 12 months in jail for each fraudulent week claimed
- Mandatory ineligibility for up to a two year period

To report fraud call 800-392-8019  
Penalties noted above subject to Section 25-4-145 Code of Alabama (1975)

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Workers' Comp.

Department of Labor  
**Workers' Compensation Information**

If you are injured on the job, or contract an occupational disease, notify your employer immediately. Your employer will advise you of the physician to see for authorized medical treatment.

**WORKERS' COMP INSURANCE CARRIER** \_\_\_\_\_  
**TELEPHONE NUMBER** \_\_\_\_\_

ASSISTANCE IS AVAILABLE UNDER THE ALABAMA WORKERS' COMPENSATION LAW INCLUDING MEDIATION SERVICE. FOR INFORMATION CALL: 1-800-528-5166

ALABAMA DEPARTMENT OF LABOR  
WORKERS' COMPENSATION DIVISION  
649 MONROE STREET  
MONTGOMERY, AL 36131

**CODE OF ALABAMA, 1975, § 25-5-290(d), REQUIRES THAT THIS NOTICE BE POSTED IN ONE OR MORE CONSPICUOUS PLACES IN YOUR BUSINESS.**

FORM WCC#1

REV. 10/2012

Unemployment Ins.

Department of Labor • America's Workforce Network

**Your Job Insurance**

Workers in this establishment are covered by the Alabama Unemployment Compensation Law.

**YOU MAY BE ENTITLED TO BENEFITS IF:**

- (1) You become totally or partially unemployed under conditions defined by law and you are otherwise eligible and qualified for benefits and
- (2) You are separated from your job through no fault of your own.

However, if you voluntarily leave your employment without good cause connected with your work or if you are discharged for "cause", your benefits may be postponed and reduced or entirely denied.

**IMPORTANT: Be sure that your employer is using your correct social security number; if not, your claim may be delayed.**


When you become unemployed:

- To file your unemployment claim, call toll free 1-866-234-5382 or file by internet at [www.labor.alabama.gov](http://www.labor.alabama.gov).
- To obtain general information concerning your rights to benefits for either total or partial unemployment, call toll free 1-800-361-4524 or write to the Alabama Department of Labor, 649 Monroe Street Montgomery, Alabama 36131, or log on to our website at [www.labor.alabama.gov](http://www.labor.alabama.gov).

ALABAMA DEPARTMENT OF LABOR

**Alabama Administrative Code 480-4-2-.19 requires that this notice be posted conspicuously**

TWO ways to verify poster compliance!

QR CODE Scan with phone camera: 

OR

ONLINE Go to: [JKeller.com/LLPverify](http://JKeller.com/LLPverify)  
Enter this code: 62752-082009

To update your labor law posters contact  
J. J. Keller & Associates, Inc.  
[JKeller.com/laborlaw](http://JKeller.com/laborlaw)  
800-327-6868

