

Alabama

Department of Labor

Required Posters

Package contains one copy of the following:

Alabama Child Labor Laws
(English and Spanish)

Your Job Insurance

Workers' Compensation Information



ALABAMA 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

Persons under 14 years of age SHALL NOT BE EMPLOYED

	Minors Age 14/15	Minors Age 16/17/18
Employment Certificate (Renewed Annually)	Class I Certificate To employ minors age 14/15	Class II Certificate To employ minors age 16/17
Work Time Restrictions (Minors Under age 19)	<p>During the Months when Public Schools are in Session 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 Any Day of the Week Not during school hours (8am-3pm)</p> <p>During Months when Public Schools are NOT in Session 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>During the Months when Public Schools are in Session Minors 16-17-18 years old who are enrolled in public or private school, may NOT work after 10pm or before 5am on an night preceding a school day.</p> <p>During Months when Public Schools are NOT in Session Minors 16 and older do not have an hour restriction during this time.</p>
Breaks	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.
Occupations	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.
Record Keeping	Each employer must keep on premises an Employee Information Form (available at www.labor.alabama.gov), Proof of Age , and Time Records 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)956-7390 www.labor.alabama.gov

child.labor@labor.alabama.gov

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Alabama

Leyes Laborales de Menores

Cada patrón debera de obtener y mostrar su certificado de labor de menores apropiado para cada local donde menores de 18 años de edad esten trabajando. Para aplicar para un certificado visite la pagina de internet www.labor.alabama.gov

Menores de 14 años de edad NO DEBERAN TRABAJAR

	Menores de 14/15	Menores de 16/17/18
Certificado de Labor (Renovado Anualmente)	Certificado Clase I Empleo a menores de 14/15 años de edad	Certificado Clase II Empleo a menores de 16/17 años de edad
Restricciones de Horas (menores de 19 años)	<p>Durante los meses que la Escuela publica esta en Año Escolar No mas de 3 horas en un día escolar No mas de 8 horas en un día no-escolar No mas de 6 días por semana No mas de 18 horas por semana No antes de las 7am o despues de las 7pm en CUALQUIER DIA DE LA SEMANA No durante horas escolares (8am-3pm)</p> <p>Durante meses que la Escuela publica NO esta en Año Escolar No mas de 8 horas por día No mas de 6 días por semana No mas de 40 horas por semana No antes de 7am o despues de 9pm</p>	<p>Durante los meses que la Escuela Publica esta en Año Escolar Menores de 16-17-18 años de edad que estan inscritos en escuela publica o privada, no deben trabajar despues de las 5pm o antes de las 5am en la noche antes de un día escolar.</p> <p>Durante meses que la Escuela Publica NO esta en Año Escolar Menores de 16 años de edad y mayores no tienen horario restrictivo</p>
Descanso	Un descanso documentando de 30 minutos es requerido en cualquier menor de 14 o 15 años que trabaja mas de 5 horas seguidas	Descansos no son requeridos para trabajadores de 16 años de edad y mayor.
Ocupaciones	Lea AL 25-8-33 a 35 para una lista detallada de ocupaciones prohibidas	Lea AL 25-8-43 para una lista detallada de ocupaciones prohibidas
Cuidado de Registros	Cada pátron debera de tener en su negocio la FORMA DE INFORMACION PARA EL TRABAJADOR (EMPLOYEE INFORMATION FORM, en inglés) disponible en la pagina www.labor.alabama.gov , PRUEBA DE EDAD, y REGISTROS DE TIEMPO con el numero de horas trabajadas cada día, hora de comienso y termino, tiempo de descansos de cada empleado menor de 18 años	
Hijos(a) de padres duenos de la compania no son exentos de las leyes laborales a menores		

Bebidas Alcoholicas

Empleados deben de tener:

21 años para servir bebidas alcoholicas en el establecimiento (19 años si el autorizado tiene certificacion de RVP)

16 años y mayor pueden trabajar en estos establecimientos como ayudante de camarero, conserje, lava platos, cosineros, anfrition(a)

Menores de 14 y 15 años de edad NO DEBEN trabajar en un establecimiento donde se sirve alcohol para su consumo. (Nota: Miembros de familia del dueño o operador que tiene 14 o 15 anos de edad pueden trabajar en estos establecimientos a condicion de que no sirvan, vendan, ofrescan, o manejen el alcohol.

Inspecciones por el Departamento de Labor

El Departamento de labor tiene el derecho de entrar sin orden judicial o previo aviso a cualquier negocio o establecimiento con en proposito de inspeccionar rutinariamente. Estas visitas se deberan conducir lo mas frecuente que sea necesario para asegurarse que menores de edad esten empleados en cumplimiento con la ley. El Departamento debera hacer cumplir la ley y podra dar multas y acusar

Este cartel se debera poner en un lugar visible. Este aviso es solo una referencia. Para la ley completa consulte 25-8-32 a 63. Cualquier diferencia en la ley estatal y federal en relacion a labor de menores, la ley que de mas proteccion al menor se le dara preferencia.

PARA MAS INFORMACION CONTACTE:

The Alabama Department of Labor
Child Labor Enforcement
649 Monroe Street
Montgomery, AL 36131
(334)956-7390 www.labor.alabama.gov
child.labor@labor.alabama.gov

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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.
- 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.



**ALABAMA DEPARTMENT OF
LABOR**



STATE OF ALABAMA 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 10/12