ALABAMA

Montgomery

www.postercompliance.com
Thank you for choosing our eComply downloadable labor law posters with one year of free mandatory updates!

Your posters must be posted in a conspicuous location. Be sure to download all files.

**Printing & Posting Instructions**

- These PDF documents should be **printed on 8.5” x 11” paper** with the printer set to the “fit to page” or comparable option. Following these printing instructions will help ensure that you are complying with state and federal size and font requirements.

- Posters have a Publication Code in the lower left corner, below the red line, such as D-CA_1 (date) MINIMUM WAGE. **Post pages with the same code together.**

- **Color requirements:** (for Colorado, Maryland, New Mexico, and North Carolina ONLY).*

- The Attention Employers letter that follows is for your information but should not be posted.

**IMPORTANT:** If your email address changes, be sure to notify us so that you continue to receive updates.

We are proud to be your most reliable resource for labor law compliance and we look forward to keeping you in compliance. Please contact us at 800-322-3636 if you have any questions.

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* **Background color requirement** (applies to Colorado Anti-Discrimination, and Maryland Workers Compensation)

  These posters will appear on your computer screen and print with the required color background *if you have a color printer*. If not, you must print these posters on the appropriate colored paper.

- **Identical poster requirement** (applies to North Carolina Workers Compensation and New Mexico Workers Compensation)

  These posters must be identical to the state-issued poster which is in color. The posters will appear in color on your computer screen and *must be printed using a color printer* to match the original.
ATTENTION ALABAMA EMPLOYERS

Our goal as your RELIABLE labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be other requirements that your company is subject to in addition to posting your labor law posters in a conspicuous location.

☐ If applicants for employment are normally seen in an area other than where you post your federal labor law poster, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.

☐ If your state has an E-Verify law (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
  - Only employers who have registered should post the required posters, which can be downloaded free during registration.
  - DHS prohibits commercial sale of these posters by third parties.

For these reasons E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at https://www.e-verify.gov/ or call 888-464-4218.

☐ Alabama has a No Smoking law. Covered employers must prominently post No Smoking signs depicting a burning cigarette enclosed in a circle with a bar across it in their places of business. These signs must be posted on every entrance or door used by employees. Poster Compliance Center provides Free Specialty Posters that include a generic No Smoking sign that matches the requirements of Alabama’s Clean Indoor Air Act. The sign may be downloaded at the following address: https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/

Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company’s industry, type of commerce, sector, location, or workforce, additional specialized notices may be required by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.

ALSL (3-20)
# 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](http://www.labor.alabama.gov)

## Persons under 14 years of age SHALL NOT BE EMPLOYED

<table>
<thead>
<tr>
<th>Employment Certificate (Renewed Annually)</th>
<th>Minors Age 14/15</th>
<th>Minors Age 16/17/18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class I Certificate</td>
<td>To employ minors age 14/15</td>
<td>Class II Certificate</td>
</tr>
</tbody>
</table>

## Work Time Restrictions (Minors Under Age 19)

<table>
<thead>
<tr>
<th>During the Months when Public Schools are in Session</th>
<th>During the Months when Public Schools are NOT in Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>No more than 3 hours on any school day</td>
<td>No more than 8 hours per day</td>
</tr>
<tr>
<td>No more than 8 hours on a non-school day</td>
<td>No more than 6 days per week</td>
</tr>
<tr>
<td>No more than 6 days per week</td>
<td>No more than 40 hours per week</td>
</tr>
<tr>
<td>Not before 7am or after 7pm on Any Day of the Week</td>
<td>Not before 7am or after 9pm each day</td>
</tr>
<tr>
<td>Not during school hours (8am-3pm)</td>
<td></td>
</tr>
</tbody>
</table>

## 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 [www.labor.alabama.gov](http://www.labor.alabama.gov), Proof of Age, and Employee Information Form (available at [www.labor.alabama.gov](http://www.labor.alabama.gov)), 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](http://www.labor.alabama.gov)
child.labor@labor.alabama.gov

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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
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.
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

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