

Labor Law Compliance Center

ALABAMA

Labor Law Compliance Center
posters@laborlawcc.com
www.laborlawcc.com
(800) 801-0597

Alabama Labor Law Posters

English

*Most recently updated notices are highlighted

Posting Name & ID	Posting Requirements	Published Date
Child Labor Laws AL01E	All employers	08/22
Job Insurance AL02E	All employers	09/12
Workers' Compensation AL03E	All employers	10/12
Unemployment Compensation Fraud AL04E	Recommended	10/15
Human Trafficking AL05E	Note: Businesses that are required to post the human trafficking poster include: Establishments that require a liquor license or alcoholic beverage license and that do not also have a food or beverage permit, or both; Certain hotels cited as a nuisance under state law; Airports, buses, or train stations; and Businesses that provide entertainment commonly called stripteasing or topless entertainment that have employees who are not clad both above and below the waist.	08/10
Workers' Compensation Fraud AL06E	Recommended	11/01



EMERGENCY

AMBULANCE: _____

FIRE - RESCUE: _____

HOSPITAL: _____

PHYSICIAN: _____

ALTERNATE: _____

POLICE: _____



PAYDAY NOTICE

REGULAR PAYDAYS FOR EMPLOYEES OF:

_____ (FIRM NAME)

SHALL BE AS FOLLOWS:

BY _____

TITLE _____

PLEASE POST





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 a 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 (18 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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AL01E



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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



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

AL02E



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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

**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

AL03E



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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)





Human trafficking is modern-day slavery,
and it's happening right here in the United States.

National Human Trafficking Resource Center (NHTRC)

1-888-3737-888

email: NHTRC@PolarisProject.org

TOLL-FREE | 24 Hours/day, 7 Days/week

Confidential | Interpreters available

WHO ARE THE VICTIMS?

Victims are forced to provide labor or commercial sex, and can be:

- U.S. citizens or foreign nationals
- Men, women, or children

WHERE DOES HUMAN TRAFFICKING HAPPEN?

Human trafficking can happen in many situations, including in:

- Commercial sex industry (street prostitution, strip clubs, massage parlors, escort services, brothels, internet)
- Factories (industrial, garment, meat-packing)
- Farms, landscaping, or construction
- Peddling rings, begging rings, or magazine crews
- Private homes (housekeepers, nannies, or servile marriages)
- Restaurants, bars, and other service industries (nail or hair salons)

Call to report a potential case, get information or resources,
request training or technical assistance, or receive referrals.

FOR MORE INFORMATION: www.TraffickingResourceCenter.org

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AL05E



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WORKERS' COMPENSATION FRAUD

It could be a ticket to jail!



The Alabama
Attorney
General's
Office and the
Alabama
Department of
Industrial
Relations



are working
together to
find and
prosecute
Workers'
Compensation
Fraud.

Workers' Compensation Fraud is STEALING!

W A N T E D

**INFORMATION LEADING TO THE DISCOVERY AND OR
CONVICTION OF WORKERS' COMPENSATION FRAUD.**

Making a false statement to obtain workers' compensation benefits (Ala. Criminal Code, Section 13A-11-124) is a Class C Felony under Alabama law. False statements are punishable by up to \$5,000 and up to 10 years in prison. Felony theft statutes may also apply.

FIVE TYPES OF WORKERS' COMPENSATION FRAUD

Agent ~ Employer ~ Employee ~ Medical ~ Legal

WORKERS' COMPENSATION FRAUD CAN BE:

- * Reporting an off the job accident as an on the job accident.
- * Reporting an accident that never happened.
- * Complaints of accident injury symptoms that are exaggerated or non-existent.
- * Malingering - to avoid work when injury is healed.
- * Not reporting outside income from other work-related activities while drawing workers' compensation benefits from another employer.
- * Making false or fraudulent statements for the purpose of obtaining workers' compensation benefits.

TO REPORT WORKERS' COMPENSATION FRAUD CALL

1-800-923-2533 or 334-242-7345

AL06E



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