

## 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 <u>www.labor.alabama.gov</u>

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

	Minors Age 14/15	Minors Age 16/17/18
Employment Certificate	Class I Certificate	Class II Certificate
(Renewed Annually)	To employ minors age 14/15	To employ minors age 16/17
Work Time Restrictions	During the Months when Public	During the Months when Public
(Minors Under age 19)	Schools are in Session	Schools are in Session
	No more than 3 hours on any school day	Minors 16-17-18 years old who are enrolled
	No more than 8 hours on a non-school day	in public or private school, may NOT work
	No more than 6 days per week	after 10pm or before 5am on an night
	No more than 18 hours per week	preceding a school day.
	Not before 7am or after 7pm on Any Day of	
	the Week	
	Not during school hours (8am-3pm)	
	During Months when Public	During Months when Public
	Schools are NOT in Session	Schools are NOT in Session
	No more than 8 hours per day	Minors 16 and older do not have an hour
	No more than 6 days per week	restriction during this time.
	No more than 40 hours per week	
	Not before 7am or after 9pm each day	
Breaks	A documented 30 minute break is required	No breaks are required for employees 16
	for any 14 or 15 year old who is employed	and older.
	for more than 5 hours continuously.	
Occupations	See AL §25-8-33 to 35 for a detailed list of	See AL §25-8-43 for a detailed list of
	prohibited occupations	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 <b>NOT</b> 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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