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.workforce.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)	**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) **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	**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. **During Months when Public Schools are NOT in Session** Minors 16 and older do not have an hour restriction during this time.
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.workforce.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 Workforce

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

Published 2024