

ALABAMA'S CHILD LABOR LAW

On May 18, 2009 Governor Riley signed into law the Child Labor Reform Act of 2009. The new act reforms Alabama child labor enforcement standards, transferring the permitting process from the public school system to the Alabama Department of Labor.

Under the new system, permits will no longer be required for each minor employed. In its place, employers will be required to purchase a Certificate; Class I, to employ minors age 14 or 15 and/or Class II, to employ minors age 16 or 17. Click the link below to review the revised Child Labor Brochure.

[Child Labor Brochure](#)

This certificate will be applied for online for a fee of \$15.00 dollars per certificate. The certificate must be renewed annually.

Every business location must have a certificate on display for the appropriate age groups they hire.

Employers can access the Child Labor Division web site for information on how to apply for a Child Labor Certificate. Click the link below to visit the Alabama Child Labor Division.

[Child Labor Division](#)

Minors under 18

Minors under 18 are prohibited from the following occupations:

- (1) In or about or in connection with any mine, coke breaker, coke oven, or quarry in any capacity.
- (2) In wrecking, demolition, and shipbreaking.
- (3) In any tunnel or excavation with a depth of four feet or more.
- (4) In any roofing, scaffolding, or sandblasting operations.
- (5) Operating or driving any truck or heavy equipment over three tons gross weight.
- (6) In logging or around any sawmill, lath mill, shingle, or cooperage-stock mill.
- (7) Operating any power-driven woodworking, bakery, or paper products machinery.
- (8) Upon any steam, electric, diesel, hydraulic, or other railroad.
- (9) As firefighters.
- (10) Operating any stamping machines used in sheet metal or tin ware, or in paper or leather manufacturing, or washer or nut factories.
- (11) In or around any steam boiler or rolling mill machinery.
- (12) Operating any power-driven metal forming, cutting, straightening, drawing, punching, or shearing machines.
- (13) Operating or assisting in operating any elevators, open freight elevators, cranes, derricks, or other power-driven hoisting apparatus, with the exception of an unattended automatic passenger elevator.
- (14) Operating any paper cutting, stapling, corrugating, or punching machines.
- (15) Assembling, adjusting, cleaning, oiling, or servicing machinery in motion.
- (16) Operating any circular saws, band saws, or guillotine shears.
- (17) In or around any distillery where alcoholic beverages are manufactured, bottled, wrapped, or packed.
- (18) In the manufacture, storage, or transportation of explosive components.
- (19) In the manufacturing of brick, tile, or similar products.
- (20) In the manufacture or transportation of dangerous or toxic chemicals or compounds.
- (21) In, about, or in connection with, poisonous dyes, dangerous or poisonous gases, compositions of lye in dangerous quantities, dangerous or poisonous acids, or pesticides.
- (22) In any activity involving exposure to radioactive substances or ionizing radiation.
- (23) Around asbestos or any other cancer-causing agents.

Continued →

- (24) Operating or assisting in operating any job, cylinder, or offset printing presses.
- (25) In any activity involving slaughtering, butchering, and meat cutting.
- (26) In any place or occupation which the department may declare dangerous to life or limb or injurious to the health or morals of persons under 18 years of age.

ALCOHOL

Employees must be **21** to serve alcoholic beverages for consumption on premises. (19 if licensee is RVP certified), and **18** to work in that part of the establishment where alcohol is served.

Exception: Minors **16** and older may be employed in such establishments as busboys, janitors, dishwashers, cooks, hostesses, or waiters.

Minors **14** and **15** **MAY NOT** work in an 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 insure that minors are employed in compliance with this act. The department shall enforce this act and shall administer fines and/or prosecution for any violation of this act.

TRAINING AND EDUCATION

Child Labor personnel are available at no cost, when scheduling is possible, for presentations to schools, organizations, and employer groups. Please contact the Child Labor Division if interested.

Alabama Department of Labor

Child Labor Division
100 North Union Suite 620
Montgomery, AL 36130
Phone (334)242-3460

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The Alabama Child Labor Law Has Changed



www.labor.alabama.gov

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ELIGIBILITY TO WORK FORM

Additionally, schools will still issue an "eligibility to work" form certifying that students under 16 have satisfactory grades and attendance in order to be employed.

This form must be in the minor's personnel file for inspection.

POSTER

A Child Labor Law poster (2009 version or later) is free of charge and required to be on display in every location employing minors under the age of 19.

RECORD KEEPING

Each employer must keep on premises a separate file for each employee under 19 years of age. The file shall contain the employee's name, home address, date of birth, date of hire, proof of age, school of attendance, and time records which shall state the number of hours worked each day, starting and ending times, and break times.

MINIMUM AGE

14 Years of Age
(Under 14 MAY NOT WORK)

HOURS OF WORK (Minors under 16)

DURING MONTHS WHEN PUBLIC SCHOOL IS IN SESSION:

- ✓ No more than 3 hours after school
- ✓ No more than 8 hours per week
- ✓ Not before 7am or after 7pm each day
- ✓ No more than 6 days in one week.
- ✓ No more than 18 hours per week
- ✓ Not during school hours (8am-3pm)

DURING THE SUMMER MONTHS

- ✓ No more than 8 Hours a day
- ✓ No more than 6 days per week
- ✓ No more than 40 hours per week
- ✓ Not before 7am or after 9pm each day

HOURS OF WORK (Minors 16 or older)

DURING MONTHS WHEN PUBLIC SCHOOL IS IN SESSION:

Minors 16, 17, & 18 years old, who are enrolled in public or private school, may NOT work between 10pm and 5am on any night preceding a school day.

DURING THE SUMMER MONTHS:

There are no hour restrictions for minors over the age of 16 during summer break.

BREAKS

No person 14 or 15 years of age shall be employed for more than five hours continuously without a documented interval of at least 30 minutes for a meal or rest period. Any meal or rest period of less than 30 minutes shall not be considered to interrupt a continuous period of work.

There is no break law for age 16 and above.

PROHIBITED OCCUPATIONS

This is for reference only. For full text consult AL 25-8-32 thru AL 25-8-63.

Minors under 16

Minors under 16 are prohibited from the following occupations:

- (1) Operating or assisting in operating any sandpaper or wood polishing machinery, any washing, grinding, or mixing machinery, or commercial laundry equipment.
- (2) Operating or assisting in operating any machines used in picking wool, cotton, hair, or any other material.
- (3) In any work in or about a rolling mill, machine shop, or manufacturing establishment which is hazardous or dangerous to health, limb, or life.
- (4) In proximity to any hazardous or unguarded gearing.
- (5) Upon any vessel or boat engaged in navigation or commerce within the jurisdiction of this state.
- (6) In the manufacture or packing of paints, colors, or white or red lead.
- (7) In occupations causing dust in injurious quantities.
- (8) In soldering, brazing, heat treating, or welding.
- (9) In the building trades, except that persons 14 or 15 years of age who are members of the immediate family of the contractor may be employed in trades involving nonhazardous duties or occupations.
- (10) Repairing, painting, or cleaning buildings or structures while working at the top of ladders, lifts, or scaffolds exceeding a height of six feet.
- (11) In connection with a junk or scrap metal yard.
- (12) Assorting, manufacturing, or packing tobacco.
- (13) Operating any automobile, truck, or motor vehicle, or flagging or directing traffic.
- (14) In airport hangars or landing strips or taxi and maintenance aprons.
- (15) In connection with any lumberyard.
- (16) In any place or occupation which the department declares dangerous to life or limb or injurious to the health or morals of persons under 16 years of age.

(Note: A minor 14 or 15 may sell fireworks if supervised by someone 18 years or older.)