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.
(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).

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

14 and 15 year old minors MAY 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 insure 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.

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 Enforcement
649 Monroe Street
Montgomery, AL 36131
Ph: (334) 353-1761

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THE ALABAMA CHILD LABOR LAW

www.labor.alabama.gov

CHILD LABOR CERTIFICATES

Employers who wish to employ person under 18 years of age must obtain the appropriate Child Labor Certificate(s)for each location where persons under 18 years of age are employed.

A Class I Child Labor Certificate is required for the employment of 14 and 15 year old minors.

A Class II Child Labor Certificate is required for the employment of 16 and 17 year old minors.

Child Labor Certificates must be posted in public view

Apply for the certificate by going to:
www.labor.alabama.gov

ELIGIBILITY TO WORK FORM

An Eligibility To Work Form must be kept on file for all 14 and 15 year old employees.

POSTER

A Child Labor Law poster (2009 version or later) must be on display in every location employing minors 18 and younger.

RECORD KEEPING

Each employer must keep on premises an **Employee Information Form, 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.

Acceptable Proof of Age: A copy of a birth certificate, driver's license, or identification card issued by a federal, state, or local government agency provided the ID card includes the employee's name and date of birth.

Employers who chose not to use the **Employee Information Form** must keep a separate file for each employee 18 and younger which includes the following information: The employee's name, address, telephone number, date of birth, date of hire, proof of age, and time records.

The **Employee Information Form** can be found at www.labor.alabama.gov.

MINIMUM AGE TO WORK

14 Years of Age

(Persons under 14 years of age MAY NOT WORK)

WORK TIME RESTRICTIONS
(14-15 YEAR OLD MINORS**)**

DURING MONTHS WHEN PUBLIC SCHOOL IS IN SESSION:

Not before **7am** or after **7pm ANY DAY OF THE WEEK**
Not during hours when school is in session (8am-3pm)
No more than 3 hours on **ANY SCHOOL DAY**
No more than 8 hours on non school days
No more than 6 days in one week.
No more than 18 hours per week

DURING THE SUMMER MONTHS

Not before **7am** or after **9pm ANY DAY OF THE WEEK**
No more than 8 Hours a day
No more than 40 hours per week
No more than 6 days per week

BREAKS

A 3**0 minute break is required** for any 14 or 15 year old person employed for **more than 5 hours continuously**.

All required breaks must be documented in the employees time records.

WORK TIME RESTRICTIONS
(16-18 YEAR-OLD MINORS**)**

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

NO BREAKS ARE REQUIRED FOR EMPLOYEES 16 AND OLDER

MINORS UNDER 16

Minors **under 16** are **prohibited from being employed** from the following occupations or places:

In, about, or in connection with any manufacturing or mechanical establishment, cannery, mill, workshop, warehouse, or machine shop.

(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.)

The presence of any person under 18 years of age in any restricted establishment or occupation shall be evidence of their employment.