



ALABAMA CHILD LABOR LAWS



All employers are required to have on display a Class I Certificate to hire minors age 14/15 and/or a Class II Certificate to hire minors age 16/17. To apply for a certificate(s) go to www.labor.alabama.gov

Minimum Age	14 Years of Age (under 14 MAY NOT WORK)	
	Minors Age 14/15	Minors Age 16/17
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 <ul style="list-style-type: none"> • No more than 3 hours after school • 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 each day • Not during school hours (8am-3pm) During the Summer Months <ul style="list-style-type: none"> • 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 	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 any night preceding a school day. During the Summer Months No hour restrictions during summer break
Breaks	No person 14 or 15 years of age shall be employed for more than five hours continuously without a documented 30 minute meal or rest period.	No break law for age 16 and above.
Occupations	May work in retail, clerical and child care 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.
• Children of parents who own their own business are NOT exempt from Alabama Child Labor Law (Exception: AL §25-8-44(c), 25-8-35(9))		

Inspections by the Department of Labor

The Department 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 chapter. The Department shall enforce this chapter and shall administer fines and/or prosecution for any violation of this chapter.

Alcoholic Beverages

Employees must be:

21 years of age to serve alcoholic beverages for the consumption on premises (19 if licensee is RVP certified).

18 years of age to work in that part of an establishment where alcoholic beverages are sold or served for consumption on premises.

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

14/15 year olds **MAY NOT** work in an establishment where alcoholic beverages are sold, served, or dispensed for consumption on premises.

This notice is to be posted in a conspicuous place. This notice is for reference only. For full text please consult AL §25-8-32 to 63. Any difference in state of 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 Division
 100 North Union Street Ste. 620, Montgomery, AL 36130
 (334) 242-3460 www.labor.alabama.gov