

These notices are provided to our employees as required by state law. They contain important information about the rights granted to you as our employee.

## STATE OF ALABAMA Workers' Compensation Information



If you are injured on the job, or contract an occupational disease, notify your employer immediately.

Your employer will advise you of the physician to see for authorized medical treatment.

WORKERS' COMP COVERAGE PROVIDED BY ALABAMA RETAIL COMP  
TELEPHONE NUMBER 1-800-239-5423

ASSISTANCE IS AVAILABLE UNDER THE ALABAMA WORKERS' COMPENSATION LAW INCLUDING MEDIATION SERVICE.  
FOR INFORMATION CALL:

**1-800-528-5166**

Department of Labor  
Workers' Compensation Division  
649 Monroe Street  
Montgomery, AL 36131

CODE OF ALABAMA, 1975, § 25-5-290(d), REQUIRES THAT THIS NOTICE BE POSTED IN ONE OR MORE CONSPICUOUS PLACES IN YOUR BUSINESS.

FORM WCC#1 10/12

## WORKERS' COMPENSATION FRAUD IT COULD BE A TICKET TO JAIL!



The Alabama Attorney General's Office and the Alabama Department of Labor



are working together to find and prosecute Workers' Compensation Fraud.

**WORKERS' COMPENSATION FRAUD IS STEALING!**

**W A N T E D**

INFORMATION LEADING TO THE DISCOVERY AND OR CONVICTION OF WORKERS' COMPENSATION FRAUD.

Making a false statement to obtain workers' compensation benefits (Ala. Criminal Code, Section 13A-11-124) is a Class C Felony under Alabama law. False statements are punishable by up to \$5,000 and up to 10 years in prison. Felony theft statutes may also apply.

FIVE TYPES OF WORKERS' COMPENSATION FRAUD:

• Agent • Employer • Employee • Medical • Legal

WORKERS' COMPENSATION FRAUD CAN BE:

- Reporting an off-the-job accident as an on-the-job accident.
- Reporting an accident that never happened.
- Complaints of accident injury symptoms that are exaggerated or nonexistent.
- Malingering - to avoid work when injury is healed.
- Not reporting income from any employment or work-related activities while drawing workers' compensation benefits from another employer.
- Making false or fraudulent statements for the purpose of obtaining workers' compensation benefits.

**TO REPORT WORKERS' COMPENSATION FRAUD CALL**

**334-242-2868**



## 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.labor.alabama.gov](http://www.labor.alabama.gov)

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

	Minors Age 14/15	Minors Age 16/17
<b>Employment Certificate</b> (Renewed Annually)	<b>Class I Certificate</b> To employ minors age 14/15	<b>Class II Certificate</b> To employ minors age 16/17
<b>Work Time Restrictions</b> (Minors Under age 19)	<b>During the Months when Public Schools are in Session</b> 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 <b>Any Day of the Week</b> Not during school hours (8am-3pm)	<b>During the Months when Public Schools are in Session</b> Minors 16-17-18 years old who are enrolled in public or private school, may NOT work after 10pm or before 5am on a night preceding a school day.
<b>Breaks</b>	<b>During Months when Public Schools are NOT in Session</b> 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	<b>During Months when Public Schools are NOT in Session</b> Minors 16 and older do not have an hour restriction during this time.
<b>Occupations</b>	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.
<b>Record Keeping</b>	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.
	Each employer must keep on premises an <b>Employee Information Form</b> (available at <a href="http://www.labor.alabama.gov">www.labor.alabama.gov</a> ), <b>Proof of Age</b> , and <b>Time Records</b> 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 (19 if licensee is RVP certified).  
16 and older may be employed in such establishments as busboys, janitors, dishwashers, cooks, hostesses, or waiters.  
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)353-1751 [www.labor.alabama.gov](http://www.labor.alabama.gov)

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## ALABAMA

## YOUR JOB INSURANCE

Workers in this establishment are covered by the Alabama Unemployment Compensation Law.



### You May Be Entitled To Benefits If:

(1) You become totally or partially unemployed under conditions defined by law and you are otherwise eligible and qualified for benefits and

(2) you are separated from your job through no fault of your own.

However, if you voluntarily leave your employment without good cause connected with your work or if you are discharged for "cause," your benefits may be postponed and reduced or entirely denied.

**IMPORTANT:** Be sure that your employer is using your correct Social Security number; if not, your claim may be delayed.

When you become unemployed:

- To file your unemployment claim, **CALL** toll-free **1-866-234-5382** or file by Internet at [www.labor.alabama.gov](http://www.labor.alabama.gov).
- To obtain general information concerning your rights to benefits for either total or partial unemployment: **CALL** toll-free **1-800-361-4524** or **WRITE** to **Alabama Department of Labor, 649 Monroe Street Montgomery, AL 36131** or log on to our website at [www.labor.alabama.gov](http://www.labor.alabama.gov).



**ALABAMA DEPARTMENT OF LABOR**



Alabama Administrative Code 480-4-2-.19 requires that this notice be posted conspicuously