ALABAMA DEPARTMENT OF WORKFORCE ADMINISTRATIVE CODE

CHAPTER 480-3-1 CHILD LABOR

TABLE OF CONTENTS

480-3-1-.01	**Duties Of Officers Charged With Enforcement**
480-3-1-.02	**Cancellation Of Illegally Issued Or Improperly Issued Employment Certificate, Age Certificate Or Permit**
480-3-1-.03	**Authority Of School Attendance Officers To Instigate Prosecutions**
480-3-1-.04	**Duties Of Owners Of Establishments Employing Minors**
480-3-1-.05	**Order For Correction Of Insanitary Or Unhealthful Conditions**
480-3-1-.06	**Removal Of Children Illegally Employed From Establishments**

480-3-1-.01 Duties Of Officers Charged With Enforcement.

(1) Any superintendent, principal, attendance officer, health officer or other official charged with the enforcement of the provisions of Code of Ala. 1975, § 25-8-1 through § 25-8-30 in relation to Child Labor shall observe the procedures, precedents, interpretations, etc. contained in the Alabama Child Labor Precedent Manual in the carrying out of official duties.

(a) Any such officer may obtain the Alabama Child Labor Precedent Manual without charge from the Alabama Department of Industrial Relations, State Programs Division.

Author: James B. Cogdell.
Statutory Authority: Code of Ala. 1975, § 25-2-8.
History:

480-3-1-.02 Cancellation Of Illegally Issued Or Improperly Issued Employment Certificate, Age Certificate Or Permit.

(1) Upon the cancellation of an employment certificate, age certificate or permit, the Department shall give notice to all parties as provided in Rule 480-1-4-.09 and conduct a hearing as provided in Rules 480-1-4-.02 through 480-1-4-.11.

(2) This rule shall become effective on October 1, 1983.
Author: James B. Cogdell.
Statutory Authority: Code of Ala. 1975, § 25-2-8.
History:

480-3-1-.03 Authority Of School Attendance Officers To Instigate Prosecutions.

School attendance officers, when authorized by the Department of Industrial Relations pursuant to § 25-8-23, may initiate prosecutions under Code of Ala. 1975, § 25-8-1 through § 25-8-30 and shall have the same authority to initiate prosecutions as is given by law to the Department of Industrial Relations.

(a) Authorization can be obtained by making written application for the same to the Director of Industrial Relations, 649 Monroe Street, Montgomery, Alabama 36130.

Author: James B. Cogdell
Statutory Authority: Code of Ala. 1975, § 25-2-8
History:

480-3-1-.04 Duties Of Owners Of Establishments Employing Minors.

(1) The number and location of water closets or privies and the number of required sanitary drinking fountains and the practicability of inside location of water closets shall be determined by the Department of Industrial Relations after reviewing the particular facts on a case by case basis.

(2) If an employer is aggrieved by the decision of the Department, notice of appeal shall be filed with the Alabama Department of Industrial Relations, State Programs Division, 649 Monroe Street, Montgomery, Alabama 36130.

(a) When an appeal is received the Department shall issue a notice of hearing as provided for under Rule 480-1-4-.09 and conduct a hearing as provided for under Rules 480-1-4--.02 through 480-1-4-.11.

Author: James B. Cogdell.
Statutory Authority: Code of Ala. 1975, § 25-2-8.
History:

480-3-1-.05 Order For Correction Of Insanitary Or Unhealthful Conditions.

(1) If the Department of Industrial Relations determines after an inspection that there exists unsanitary or unhealthful conditions in an establishment where minors are employed, the Department shall issue a written order for the correction of such conditions and compel compliance as provided by statute.

(2) Any employer aggrieved by the order of the Department shall file a request for appeal with the Alabama Department of Industrial Relations, State Programs Division, 649 Monroe Street, Montgomery, Alabama 36130.

(a) Upon receipt of the request for appeal the Department shall issue a notice of appeal under the provisions of Rule 480-1-4-.09 and conduct a hearing under the provision of Rules 480-1-4-.02 through 480-1-4-.11.

Author: James B. Cogdell.
Statutory Authority: Code of Ala. 1975, § 25-2-8.
History:

480-3-1-.06 Removal Of Children Illegally Employed From Establishments.

(1) A child shall be immediately removed from any establishment when found by the Department of Labor: to be working there contrary to law; the child is found to be afflicted with any infectious, contagious or communicable disease; or when found that the performance of such work is hazardous to a child's physical condition.

(2) Any party aggrieved by an action of the Department shall file a request for appeal to the Alabama Department of Labor, Child Labor Division, 649 Monroe Street, Montgomery, Alabama 36131.

(a) Upon receipt of the request for appeal the Department shall issue a notice of hearing as provided under Rule 480-1-4-.09 and conduct a hearing as provided under Rules 480-1-4-.02 through 480-1-4-.11.

Author: James B. Cogdell; Joseph S. Ammons
Statutory Authority: Code of Ala. 1975, § 25-2-8.
History: Amended: Filed July 12, 2019; effective August 26, 2019.