



# State and Federal Laws Protect Minors Working in Construction



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New construction or reconstruction, the repair or renovation of existing commercial and/or residential structures, as well as roadway and bridge construction are subject to these restrictions.

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The Alabama child labor law and Federal child labor regulations may differ in some instances. The employer is required to follow the more restrictive standard.

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## Minors under 16

Generally no minor under 16 years of age may work on a construction site.

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## Minors under 18

Minors under 18 years of age are prohibited from working in the following occupations:

Motor-vehicle driving or outside helper.

Heavy equipment over three (3) tons gross weight.

Power-driven woodworking tools.

Power-driven hoisting equipment. (fork lift-tow motors, etc).

Power-driven metal-forming, punching, and shearing machines.

Power-driven circular saws, band saws and guillotine shears.

Wrecking and demolition operations.

Roofing, scaffolding or sandblasting operations.

Excavation or tunnel sites in depths exceeding four (4) feet.

Storage or transportation of explosives, dangerous or toxic chemicals.

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## Work Permits

Alabama law requires a work permit for all minors under 18 years of age. Work permits are issued by all county and city boards of education, most high schools and many private or church schools.

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For further information on state and federal child labor laws, please contact the following offices:

### For State Information:

Alabama Child Labor Office

Montgomery - 334-242-3460

Fax - 334-240-3417

[www.alalabor.state.al.us](http://www.alalabor.state.al.us)

### For Federal Information:

Wage & Hour Office

Birmingham - 205-731-1305

Montgomery - 334-223-7641

[www.dol.gov/dol/esa/public/whd\\_org.htm](http://www.dol.gov/dol/esa/public/whd_org.htm)