



Human Resources Legal Fact Sheet: **Alabama**

Updated November 2023

Disclaimer: This factsheet summarizes state laws and regulations on a variety of human resource issues for dairy farms, including wages, paystubs, deductions, child labor, and more. It is not intended to provide legal advice. The factsheet is simply an overview of select issues with a high-level explanation of key requirements for each one, with links to more information and resources throughout the document. This factsheet does not include all legal requirements for dairies. It was created in November 2023, and while it will be periodically updated, it may not reflect the current state of the law on every topic covered. Dairies should also review the federal factsheet because employers—depending on size—may be required to comply with some or all of the applicable federal laws and regulations as well. By using this factsheet you understand that there is no attorney-client relationship between you and the attorneys who were involved in developing the factsheet. This factsheet should not be used as a substitute for competent legal advice from a licensed attorney.

Are there Alabama state laws for dairy farms about the following?

Hiring

Topic	Answer	Summary
Notice of Payday / Pay Rate	NO	Alabama law does not require employers to provide employees, at time of hire or at any other time, notice of wage rates, dates of pay, employment policies, fringe benefits, or other terms and conditions of employment.
Reporting ¹	YES	Employers are required to report each newly hired or recalled / reemployed employee to the Alabama Department of Labor within seven (7) days from the date of hire or reemployment.

Wages

Topic	Answer	Summary
Payday	NO	Alabama law does not govern the frequency or timing of wage payments.
Final Pay	NO	Alabama does not have state laws regarding final paychecks or wage deductions. See Federal Fact Sheet for further information.
Overtime	NO	Alabama law does not govern overtime pay, federal rules may apply. Refer to the federal factsheet.
Minimum Wage	NO	Alabama law does not govern minimum wage, federal rules may apply. Refer to the federal factsheet.
Hours Worked	NO	Alabama wage payment law does not explicitly define hours worked for the purpose of calculating compensable time. Employers should refer to the federal factsheet.
Reporting Time Pay	NO	Alabama law does not require reporting time pay, i.e. an employee is only required to be paid for actual hours worked.
Pay Stub	NO	Alabama law does not mandate the information to be included on a pay stub.
Taxes and Withholding ²	YES / NO	<p>Agricultural employees are exempt from withholding taxes in Alabama. More details. However, federal requirements may apply; refer to the federal fact sheet.</p> <p>An agricultural employer becomes subject to unemployment insurance taxes when</p> <ul style="list-style-type: none"> it has had in employment 10 or more agricultural workers on the same day in 20 or more different weeks during the current or preceding calendar year or has paid a total of \$20,000 in cash wages to agricultural workers during any calendar quarter of the current or preceding calendar year. More details.



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Deductions and Allowances	NO	Alabama law does not govern deductions from pay or allowances.
Bonuses ³	YES	Alabama does not have any specific statute covering bonuses. However, Alabama has a statute which provides that all commissions that are due at the time of termination of a contract between a sales representative and a principal must be paid within 30 days from the termination. Any commissions that become due after the termination date must be paid within 30 from becoming due. Failure to pay as required makes the principal liable for three times the damages, plus reasonable attorney's fees and court costs.

Recordkeeping

Topic	Answer	Summary
Payroll	NO	Alabama law does not have recordkeeping requirements; however, employers are required to keep records under unemployment insurance law (see below). Additionally, federal rules may apply. Refer to the federal factsheet.
Personnel File – Employee Access	NO	Alabama does not have a specific law that grants a private employee's access to his or her personnel file.
Unemployment Insurance ⁴	YES	Alabama's Unemployment Compensation Law requires covered employers to maintain records, which are open for inspection by representatives of the department and which must show—for each worker—name, social security number, gross cash wages and any non-cash remuneration, dates of payment, hiring, separation, rehiring, and dates and number of hours worked. More details. A covered employee is one that: <ul style="list-style-type: none"> • In any calendar quarter in either the current or prior year paid wages of \$1,500 or more; or • For some portion of a day in each of 20 different calendar weeks, whether or not such weeks were consecutive, in either the current or prior year, had employed at least one individual (irrespective of whether the same individual was in employment in each such day).
Workers' Compensation ⁵	YES / NO	Alabama's workers' compensation law does not apply to employers of farm laborers, although such employers may opt into the Act by filing a written notice with the Alabama Department of Labor. Covered employers must keep a record of all injuries, fatal and otherwise, for which payment is claimed or made. Within 15 days of knowledge of an injury, an employer must furnish a report to the Department of Industrial Relations.
OSHA	YES	See federal OSHA recordkeeping requirements on the federal factsheet.
Federal	YES	There are numerous federal rules about recordkeeping. Employers should review the federal fact sheet.

Working Conditions

Topic	Answer	Summary
Bathrooms ⁶	YES	Every dairy farm shall be provided with one or more toilets, conveniently located and properly constructed, operated, and maintained in accordance with the rules



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		of the State Board of Health. The waste shall be inaccessible to flies and shall not pollute the soil surface or contaminate any water supply.
Working Hours	NO	No max hour requirements for adults. See Child Labor (below) for maximum hours for minors.
Rest and Meal Breaks	NO	Alabama does not have any state laws regarding meals and rest breaks for private employers, except as provided in the child labor law. Covered employers are subject to the Fair Labor Standards Act.
Labor Relations ⁷	YES	Employers may not require employees to become or remain members of any labor union or labor organization as a condition of employment or continuation of employment, or require an employee to pay any dues, fees, or other such charges. Conversely, an employer may not prohibit or refrain an employee from being a member in a labor union or organization.
Whistleblower Protection ⁸	YES / NO	Alabama law does not provide a general protection for private sector employees in whistleblower cases. However, Alabama employers may not retaliate against any employee who: (1) opposes any unlawful employment practice under the Alabama Age Discrimination in Employment Act (AADEA); (2) files or maintains an action against the employer for workers' compensation benefits; or (3) charging, testifying, assisting, or participating in any investigation, proceeding, or hearing under the Child Labor Laws.
Paid Sick and Vacation Leave	NO	Alabama does not have any state laws regarding paid sick or vacation leave.
Breaks for Nursing Mothers	NO	Alabama does not have any state laws regarding breaks for nursing mothers.
Pregnancy Accommodations and Leave	NO	Alabama does not have any state laws mandating pregnancy accommodations and/or leave. Employers should review the federal fact sheet.
Family and Medical Leave ⁹	YES	<p>Alabama's family leave law applies to all employers with 50 or more employees for each working day during each of 20 or more calendar workweeks in the current or preceding calendar year. Alabama employees are eligible for family leave if they have both:</p> <ul style="list-style-type: none"> • Been employed by the employer for at least 12 months. • Worked at least 1,250 hours during the 12-month period preceding the leave. <p>However, leave is not available for an otherwise eligible employee if both:</p> <ul style="list-style-type: none"> • The employee works at a site with fewer than 50 employees. • The employer employs fewer than 50 employees within 75 miles of that worksite. <p>Under Alabama's family leave law, an eligible employee working for a covered employer is entitled to family leave for:</p> <ul style="list-style-type: none"> • The birth and care of a child born to the employee. • The care of a child placed with the employee in connection with adoption. <p>A covered employer must provide:</p>



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		<ul style="list-style-type: none"> • Up to 12 weeks of unpaid family leave to an employee during the first year after the birth or placement of a child • If the employer provides paid leave for the birth and care of a child born to an employee, the lesser of the following paid leave for the care of a child placed with an employee in connection with adoption during the first year after the child's placement with the employee: <ul style="list-style-type: none"> ○ equivalent paid leave; or ○ two-weeks' paid leave. <p>However, if two employees are eligible for paid leave benefits for the care of an adoptive child placed with both employees, the employer is required to provide paid leave only to one of those employees.</p>
<p>Military and other Service Leave¹⁰</p>	<p>YES</p>	<p>All Alabama employees are eligible for up to 168 hours of leave when an employee is both:</p> <ul style="list-style-type: none"> • An active member of one of the following: <ul style="list-style-type: none"> ○ the Alabama National Guard; ○ the naval militia; ○ the Alabama State Guard organized in lieu of the National Guard; ○ the Civil Air Patrol; ○ the National Disaster Medical System; or ○ any other reserve component of the uniformed services of the US. • Engaged in field or coast defense or other training, or on other service ordered under: <ul style="list-style-type: none"> ○ the National Defense Act; ○ the Public Health Security and Bioterrorism Preparedness and Response Act; or ○ federal laws governing the US reserves <p>Alabama law does not require employers to pay employees while the employee is on Military and other Service Leave. It is at the discretion of the employer.</p>
<p>Crime Victim and Witness Leave¹¹</p>	<p>YES</p>	<p>All Alabama employees qualifying as crime victims may take leave from employment to either:</p> <ul style="list-style-type: none"> • Respond to a subpoena to testify in a criminal processing. • Participate in the reasonable preparation of criminal proceedings. <p>The statute does not specify the amount of leave that may be taking and the statute does not specify a method for calculating leave time.</p>
<p>Jury Duty Leave¹²</p>	<p>YES</p>	<p>All Alabama employees may be excused from employment for any days required for service on a jury in any court created by federal or state law. Alabama law requires an employer to give time off, with pay, to any full-time employee who is summoned for jury duty, provided the employee shows his or her supervisor the summons. To the extent the employer provides any form of paid time off/paid leave, the employer cannot require or request that the employee use annual, vacation, unpaid leave, or sick leave for time spent responding to a summons for jury duty, time spent participating in the jury selection process, or time spent serving on a jury.</p>



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		An employee has a private right of action if he is discharged from employment or suffers an adverse employment action solely because the employee served on a jury, provided the employee returns to work on the next regularly scheduled hour after being dismissed from the jury. The employee may recover compensatory and punitive damages.
Election Official Leave ¹³	YES	An employee appointed as an election official shall be excused from work to perform the duties of the position to which the employee has been appointed. An employee must provide 7 days' notice before the expected leave date. Alabama's election leave law is only applicable to employers with more than 25 employees.
Voting Leave ¹⁴	YES	Each employee in the state shall, upon reasonable notice to his or her employer, be permitted to take unpaid time off from his or her employment to vote in any municipal, county, state, or federal political party primary or election for which the employee is qualified and registered to vote on the day on which the primary or election is held. The necessary time off shall not exceed one hour and if the hours of work of the employee commence at least two hours after the opening of the polls or end at least one hour prior to the closing of the polls, then the time off for voting as provided in this section shall not be available. The employer may specify the hours during which the employee may absent himself or herself to vote.
School Activity Leave	NO	Alabama does not have any state laws mandating school activity leave.

Human Rights

Topic	Answer	Summary
Employment Discrimination ¹⁵	YES / NO	Alabama does not have a comprehensive fair employment law addressing civil rights issues in private employment. Employers with 15 or more employees may be subject to federal civil rights requirements. The Alabama Age Discrimination in Employment Act (AADEA) prohibits discrimination against employees aged 40 and older for employers with 20 or more employees. Refer to the federal fact sheet for more information. The Clarke-Figures Equal Pay Act prohibits Alabama employers from paying their employees wage rates that are less than the rates paid to other employees of another sex or race for equal work requiring equal skill, effort, education, experience, and responsibility, and performance under similar working conditions.
Harassment / Sexual Harassment	YES / NO	Alabama does not have a law governing workplace sexual harassment. However, a party can likely bring a claim for harassment under Alabama's Age Discrimination in Employment Act (AADEA). Employers with 15 or more employees may be subject to federal civil rights requirements.
Forced Labor ¹⁶	YES	Human trafficking is illegal in Alabama. A person commits the crime of human trafficking in the first degree if he or she knowingly subjects another person to labor servitude through use of coercion or deception. A corporation may be prosecuted for human trafficking in the first degree for an act or omission only if an agent of the corporation or entity performs the conduct which is an element of the crime while acting within the scope of his or her office or employment and on behalf of the corporation or entity, and the commission of the crime was either authorized,



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requested, commanded, performed, or within the scope of the person's employment on behalf of the corporation or entity or constituted a pattern of conduct that an agent of the corporation or entity knew or should have known was occurring.

Child Labor

Topic	Answer	Summary
Child Labor ¹⁷	<p>YES / NO</p>	<p>Alabama does not have any regulations limiting agricultural child labor that apply to minors working in the agricultural industry. Employers should check the federal fact sheet for federal restrictions.</p> <p>For minors not working in agricultural service, no individual under 16 years old may be employed. However, individuals of 14 years of age or 15 years of age may be employed where:</p> <ol style="list-style-type: none"> a. The individual is enrolled in either a youth pre-apprenticeship program, youth industry-registry apprenticeship program, or similar program in which; or employment and work-based learning are an integral part of the course of study. b. The program the individual is enrolled in is registered by the Alabama Office of Apprenticeship; or c. the employment is supervised by the Alabama Department of Education approved by the Alabama Department of Labor. <p>Any individual 14 or 15 years of age may be employed outside school hours and during school vacation periods, so long as the individual is not employed in, about, or in connection with, any manufacturing or mechanical establishment, cannery, mill, workshop, warehouse, or machine shop or in any occupation or place of employment otherwise prohibited by law. More details.</p> <p>During summer vacation, or where a minor has completed the course of study required for secondary schools, a 14 or 15 year old may not work:</p> <ul style="list-style-type: none"> • more than six days in any one week • more than 40 hours in any one week • more than eight hours in any one day • before 7:00 a.m. or after 9:00 p.m. <p>When school is in regular session, a 14 or 15 year old may not work:</p> <ul style="list-style-type: none"> • more than six days in any one week • more than eight hours on a non-school day • more than three hours on a school day • more than 18 hours in any school week • before 7:00 a.m. or after 7:00 p.m. <p>A person 16, 17, or 18 years of age who is enrolled in any public or private primary or secondary school system, may not work between 10:00 p.m. and 5:00 a.m. on any night preceding a school day. The appropriate county or city superintendent of schools, or where there is no superintendent, the school headmaster, may grant</p>



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	<p>exemptions to the above time restrictions. Exemptions shall be granted only when the individual circumstances are found to be in the best interests of the minor.</p> <p>A 14- or 15-year-old may not work during school hours, unless the minor has</p> <ul style="list-style-type: none"> • completed the course of study required for secondary schools. • received a recommendation of the local superintendent of education and approval by a child labor inspector. <p>No 14- or 15-year-old may be employed for more than five consecutive hours without a documented meal or rest period of at least 30 minutes.</p>
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Health and Safety

Topic	Answer	Summary
Workers Compensation ¹⁸	YES / NO	Generally, all private employers in Alabama must provide workers' compensation insurance if they employ more than four persons, either full-time or part-time. Alabama's workers' compensation law, however, does not apply to employers of farm laborers, although such employers may opt into the Act by filing a written notice with the Alabama Department of Labor. More details . Obtaining workers' compensation coverage is good practice because it helps limit an employer's legal exposure and assists employees if they get injured.
OSHA	YES	Alabama is under federal OSHA jurisdiction. See the federal fact sheet for more information.
Housing	NO	Alabama law does not explicitly address standards for farm-provided permanent agricultural housing, though general landlord/tenant or public health laws may apply. Employers should follow best practices when providing housing – which includes, at minimum, a written housing agreement and properly maintaining the facilities. See the FARM Managing Employee Housing Guide for more information. Furthermore, employers should follow OSHA's sanitation regulations, 29 C.F.R. §§ 1910.141 et seq., and temporary labor camp regulations, 29 C.F.R. § 1910.142 et seq.

¹ Ala. Act 97-228.

² Ala. Code § 25-4-10

³ Ala. Code § 8-24-1, 2 and 3

⁴ Ala. Code § 25-4-8; Ala. Code § 25-4-116

⁵ Ala. Code § 25-5-4; Ala. Code § 25-5-50(a).

⁶ Ala. Admin. Code § 420-3-16-.09

⁷ Ala. Code § 25-7-32 to 34.

⁸ Ala. Code § 25-1-28; Ala. Code § 25-5-11.1; Ala. Code § 25-8-57.

⁹ Ala. Code § 25-1-61 et seq.

¹⁰ Ala. Code § 31-2-13(a); *White v Associated Industries of Alabama*, 373 So.2d 616, 619-20 (Ala. 1979)).

¹¹ Ala. Code § 15-23-81.

¹² Ala. Code § 12-16-8.

¹³ Ala. Code § 17-8-13.

¹⁴ Ala. Code § 17-1-5.

¹⁵ Ala. Code § 25-1-21

¹⁶ Ala. Code § 13A-6-152

¹⁷ Ala. Code § 25-8-32.1; 25-8-33; 25-8-36; 25-8-37.

¹⁸ Ala. Code § 25-5-50(a)