

# MEMORANDUM

TO: The Mandatory Poster Agency

FROM: Rhonda R. Ames

DATE: November 7, 2008

RE: Alabama

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Alabama has a state website that provides a list of posters. The list of posters can be found at: [http://dir.alabama.gov/docs/doc\\_type.aspx?id=2](http://dir.alabama.gov/docs/doc_type.aspx?id=2). The list includes federal as well as state posters.

<b><u>POSTERS</u></b>
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## **Child Labor**

[http://www.alalabor.state.al.us/images/CHILD\\_LABOR\\_POSTERS/Youth%20Rules%20Poster.pdf](http://www.alalabor.state.al.us/images/CHILD_LABOR_POSTERS/Youth%20Rules%20Poster.pdf)  
<http://www.alalabor.state.al.us/posters/spanishChild%20Labor.pdf> (Spanish)

The poster found on the list of posters at the URL at the top of this document provides for a poster entitled “Youth Rules.” MPA does not have this poster printed. Therefore please print the “Youth Rules” poster in its entirety.

MPA does, however, have a different Child Labor Law poster printed. This poster is found under the Department of Labor’s website, under Child Labor Laws at the URL address of: <http://www.alalabor.state.al.us/PDFs/CHILDLABOR/ChildLaborLaw.pdf>. Since the poster is similar to other states’ posters, and the fact that it is found on the Department of Labor’s website under Child Labor posters, I would recommend that MPA keep this on its Maryland state set. Please note that there are some textual changes, therefore, it does need to be reprinted.

## **Unemployment Compensation - Fraud**

[http://dir.alabama.gov/docs/posters/uc\\_fraudposter.pdf](http://dir.alabama.gov/docs/posters/uc_fraudposter.pdf)

The poster language is correct as is.

## **Unemployment Compensation**

[http://dir.alabama.gov/docs/posters/uc\\_jobinsurance.pdf](http://dir.alabama.gov/docs/posters/uc_jobinsurance.pdf)

The poster language is correct as is.

**Workers Compensation - Fraud**

[http://dir.alabama.gov/docs/posters/wc\\_fraudposter.pdf](http://dir.alabama.gov/docs/posters/wc_fraudposter.pdf)

The poster language is correct as is.

**Workers Compensation**

[http://dir.alabama.gov/docs/posters/wc\\_information.pdf](http://dir.alabama.gov/docs/posters/wc_information.pdf)

This poster provides information related to workers' compensation information. The poster is correct as is.

**FLYER**

**Workers' Compensation** - Please revise to read as follows:

“Each employer shall notify his or her employees of the ombudsman’s service in a manner prescribed by the Director of the Department of Industrial Relations. The notice shall include the posting of a notice in one or more conspicuous places.”

**Child Labor** - The flyer language is correct as is.

**Unemployment Insurance** - Please revise to read as follows:

“Every employer . . . shall post and maintain printed notices to his workers informing them that he is liable for contributions under the Alabama Unemployment Compensation Law and has been so registered by the Director. Such notices . . . shall be posted and maintained in conspicuous places near the actual location where the workers’ services are performed.”

**Also Included**

I do find it appropriate to list the following posters under the Also Included section:

Unemployment Compensation Fraud  
Workers' Compensation Fraud  
Alabama Child Labor