



# ATTENTION ALABAMA EMPLOYERS

Our goal as your **RELIABLE** labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be **other requirements** that your company is subject to in addition to posting your labor law posters in a conspicuous location.

- If **applicants for employment** are normally seen in an area **other than where you post your federal labor law poster**, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.
  
- If your state has an **E-Verify law** (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
  - Only employers **who have registered** should post the required posters, which can be downloaded free during registration.
  - DHS prohibits commercial sale of these posters by third parties.

For these reasons E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at <https://www.e-verify.gov/> or call 888-464-4218.

- The following industries are required to post **Human Trafficking notices**: All persons owning any establishment that requires a liquor license or alcoholic beverage license and that does not also have a food or beverage permit, or both, any hotel that been cited as a nuisance as defined in Sections 13A-12-110 to 13A-12-122, inclusive, of the Code of Alabama 1975, or where the establishment has been cited as a nuisance as defined in Section 6-5-140, any airport, bus, or train station, and any business that provides entertainment commonly called stripteasing or topless entertaining or entertainment that has employees who are not clad both above and below the waist. Go to our Free Specialty Posters page at the following address to download the Alabama Human Trafficking notice: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
  
- Alabama has a **No Smoking law**. Covered employers must prominently post No Smoking signs depicting a burning cigarette enclosed in a circle with a bar across it in their places of business. These signs must be posted on every entrance or door used by employees. Poster Compliance Center provides Free Specialty Posters that include a generic No Smoking sign that matches the requirements of Alabama's Clean Indoor Air Act. The sign may be downloaded at the following address: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company's industry, type of commerce, sector, location, or workforce, **additional specialized notices may be required** by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.