



## UNEMPLOYMENT COMPENSATION FRAUD IS A CRIME

- Making false statements to obtain unemployment compensation.
- Attempting to draw benefits while working.
- Continuing to file a claim after returning to work.
- Being paid "under the table" while collecting unemployment compensation.
- Failure to disclose a material fact to obtain unemployment compensation.

**FRAUD IS**



**STEALING!**

**FRAUD PENALTIES ARE SEVERE**

- Fines up to \$500 AND
- 12 months in jail for each false claim
- Each week is a separate claim, therefore a separate offense, and subject to individual punishment.

The Alabama Department of Industrial Relations is working with the Alabama Attorney General and local District Attorney's Offices to find and prosecute Unemployment Compensation Fraud.



Report Unemployment Compensation Fraud Call

**800-392-8019**

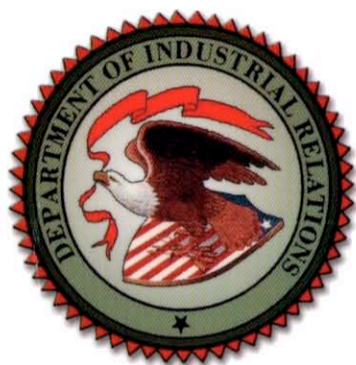
Penalties noted above subject to Section 25-4-145 Code of Alabama (1975)



Code of Alabama 25-4-146

ISEC POSTER -1 CAT#52405

## STATE OF ALABAMA WORKERS' COMPENSATION INFORMATION



**If you are injured on the job, or contract an occupational disease, notify your employer immediately.**

**Your employer will advise you of the physician to see for authorized medical treatment.**

WORKERS' COMPENSATION PAYOR \_\_\_\_\_

TELEPHONE NUMBER \_\_\_\_\_

**ASSISTANCE IS AVAILABLE UNDER THE ALABAMA WORKERS' COMPENSATION LAW INCLUDING MEDIATION SERVICE. FOR INFORMATION CALL:**

**1-800-528-5166**

Department of Industrial Relations  
Workers' Compensation Division  
Industrial Relations Building  
Montgomery, AL 36131

CODE OF ALABAMA, 1975, § 25-5-290(d), REQUIRES THAT THIS NOTICE BE POSTED IN ONE OR MORE CONSPICUOUS PLACES IN YOUR BUSINESS.

FORM WCC#1 9/96

## YOUR JOB INSURANCE



Workers in this establishment are covered by the Alabama Unemployment Compensation Law.

### YOU MAY BE ENTITLED TO BENEFITS IF:

- (1) You become totally or partially unemployed under conditions defined by law and you are otherwise eligible and qualified for benefits, and
- (2) you are separated from your job through no fault of your own.

However, if you voluntarily leave your employment without good cause connected with your work or if you are discharged for "cause," your benefits may be postponed and reduced or entirely denied.

**IMPORTANT:** Be sure that your employer is using your correct social security number; if not, your claim may be delayed.

When you become unemployed:

- To file your unemployment claim, call toll-free 1-866-234-5382.
- To obtain general information concerning your rights to benefits for either total or partial unemployment, call toll-free 1-800-361-4524 or write to the Department of Industrial Relations, Industrial Relations Building, Montgomery, Alabama 36131, or log on to our website @ [www.dir.state.al.us](http://www.dir.state.al.us).



**DEPARTMENT OF INDUSTRIAL RELATIONS**



Alabama Administrative Code 480-4-2-.19 requires that this notice be posted conspicuously

Code of Alabama 25-4-30

## Alabama Child Labor Law

**All employers in Alabama are required to keep on file a work permit for each employee under 18 years of age.**

### Hour Restrictions for Minors Under 19 Years of Age

#### 16-, 17-, and 18-year-olds:

Minors 16-, 17-, and 18-years-old who are enrolled in public or private school may not work before 5 a.m. or after 10 p.m. on any night preceding a school day.

#### Exception:

Those students who have been granted exemptions by their superintendent of education or school headmaster may work past 10 p.m.

#### Work Permits:

Work permits are issued by all county and city boards of education, most high schools and many private or church schools.

#### 14- and 15-year-olds:

During the months **when public schools are** in session, 14- and 15-year-olds may work:

- No more than three hours on a school day;
- No more than eight hours on a weekend day;
- No more than 18 hours a week;
- Not before 7 a.m. or after 7 p.m.;
- Not during school hours.

During the summer months **when public schools are not** in session, 14- and 15-year-olds may work:

- No more than eight hours a day;
- No more than six days a week;
- No more than 40 hours a week;
- Not before 7 a.m. or after 9 p.m.

### Inspections by the Department of Labor

The Department of Labor has the right of free access to any establishment in which minors may be employed. Anyone who hinders an inspection or makes a false statement to an officer of the Department is guilty of a misdemeanor. The Department has the authority to remove from a job any minor found working in violation of the Alabama Child Labor Law.

DEPARTMENT OF LABOR  
CHILD LABOR OFFICE  
100 NORTH UNION STREET  
MONTGOMERY, ALABAMA 36130

PUBLISHED 2004

Code of Alabama 25-8-38(a)

### Alcoholic Beverages

Employees must be:

- At least 21 years of age to serve alcoholic beverages for consumption on the premises;
- At least 18 years of age to work in that part of an establishment where alcohol is served for consumption on the premises.

#### Exception:

Minors 16 and older may be employed in such establishments as busboys, janitors, dishwashers, cooks, hostesses or seaters.

### For Additional Information:

Contact  
Alabama Child Labor Office  
Montgomery - 334-242-3460  
Fax - 334-240-3417

## WORKERS' COMPENSATION FRAUD

It could be a ticket to jail!



The Alabama Attorney General's Office and the Alabama Department of Industrial Relations



are working together to find and prosecute Workers' Compensation Fraud.

**Workers' Compensation Fraud is STEALING!**

**WANTED**

**INFORMATION LEADING TO THE DISCOVERY AND OR CONVICTION OF WORKERS' COMPENSATION FRAUD.**

**Making a false statement to obtain workers' compensation benefits** (Ala. Criminal Code, Section 13A-11-124) is a Class C Felony under Alabama law. False statements are punishable by up to \$5,000 and up to 10 years in prison. Felony theft statutes may also apply.

### FIVE TYPES OF WORKERS' COMPENSATION FRAUD

Agent ~ Employer ~ Employee ~ Medical ~ Legal

### WORKERS' COMPENSATION FRAUD CAN BE:

- \* Reporting an off the job accident as an on the job accident.
- \* Reporting an accident that never happened.
- \* Complaints of accident injury symptoms that are exaggerated or non-existent.
- \* Malingering - to avoid work when injury is healed.
- \* Not reporting outside income from other work-related activities while drawing workers' compensation benefits from another employer.
- \* Making false or fraudulent statements for the purpose of obtaining workers' compensation benefits.

**TO REPORT WORKERS' COMPENSATION FRAUD CALL**

**1-800-923-2533 or 334-242-7345**

Alabama Criminal Code, § 13A-11-124

## EMPLOYEE RIGHTS ARE PROTECTED

Specific laws and regulations of the Federal Government and the State have been established to protect the rights of employees. To assist you in your awareness of your rights, as your employer, we post these notices in compliance with these laws and regulations. Should you have any questions or need further clarification of something you read here, please contact your immediate supervisor or the personnel office.

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# ALABAMA

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