

State of Arkansas  
94th General Assembly  
Regular Session, 2023

As Engrossed: H2/20/23

# A Bill

HOUSE BILL 1410

By: Representatives Burkes, Underwood, Long

By: Senators C. Penzo, J. Bryant, M. McKee

## For An Act To Be Entitled

AN ACT TO REVISE THE CHILD LABOR LAWS; TO CREATE THE  
"YOUTH HIRING ACT OF 2023"; AND FOR OTHER PURPOSES.

### Subtitle

TO REVISE THE CHILD LABOR LAWS; AND TO  
CREATE THE "YOUTH HIRING ACT OF 2023".

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. DO NOT CODIFY. Title – Purpose – Legislative findings.

(a) This act shall be known and may be cited as the "Youth Hiring Act of 2023".

(b) The purpose of this act is to:

(1) Dispense with the state's requirement that children under sixteen (16) years of age have to obtain permission from the Division of Labor in order to be employed;

(2) Restore decision-making to parents concerning their children; and

(3) Streamline the hiring process for children under sixteen (16) years of age.

(c) The General Assembly finds that:

(1) Children under sixteen (16) years of age should not be required to obtain an employment certificate as a condition of employment; and

(2) The division should not require that a child under sixteen (16) years of age verify proof of their age through an employment certificate



as a condition of employment.

SECTION 2. Arkansas Code § 11-6-109 is repealed.

~~11-6-109. Children under age 16 years—Employment certificate required.~~

~~(a) No person, firm, or corporation shall employ or permit any child under sixteen (16) years to work in or in connection with any establishment or occupation unless the person, firm, or corporation employing the child procures and keeps on file, accessible to the Division of Labor and the Division of Elementary and Secondary Education, or local school officials, an employment certificate as provided in this section.~~

~~(b)(1) The employment certificate shall be issued only by the Director of the Division of Labor.~~

~~(2) Application for an employment certificate shall be made on a form approved by the director and shall require submission of the following:~~

- ~~(A) Proof of age;~~
- ~~(B) A description of the work and work schedule; and~~
- ~~(C) Written consent of the parent or guardian.~~

*/s/Burkes*

**APPROVED: 3/6/23**