

State of Arkansas  
95th General Assembly  
Regular Session, 2025

# A Bill

HOUSE BILL 1514

By: Representatives Painter, Ray

By: Senator Crowell

## For An Act To Be Entitled

AN ACT TO AMEND THE UNIFORM ATTENDANCE AND LEAVE  
POLICY ACT; TO AMEND THE DEFINITION OF A "CRITICAL-  
NEED EMPLOYEE"; AND FOR OTHER PURPOSES.

## Subtitle

TO AMEND THE UNIFORM ATTENDANCE AND  
LEAVE POLICY ACT; AND TO AMEND THE  
DEFINITION OF A "CRITICAL-NEED  
EMPLOYEE".

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

SECTION 1. Arkansas Code § 21-4-203(7)(A), concerning definitions to be used under the Uniform Attendance and Leave Policy Act, is amended to read as follows:

(7)(A) "Critical-need employee" means a person employed by any of the following state agencies in a position or classification that is required to be staffed by the state agency twenty-four (24) hours a day and seven (7) days a week:

- (i) The Department of Corrections;
- (ii) The Department of Health;
- (iii) The Department of Human Services;
- (iv) The Division of Emergency Management;
- (v) The Division of Arkansas State Police;
- (vi) The Department of Veterans Affairs; ~~or~~
- (vii) The Department of Agriculture; or
- (viii) The Department of the Military.



**APPROVED: 3/6/25**