

Stricken language would be deleted from and underlined language would be added to present law.  
Act 631 of the Regular Session

State of Arkansas  
95th General Assembly  
Regular Session, 2025

As Engrossed: S4/3/25

## A Bill

HOUSE BILL 1543

By: Representative Underwood

By: Senator Irvin

### For An Act To Be Entitled

AN ACT TO AMEND THE LAW CONCERNING PUBLIC ASSISTANCE;  
TO ESTABLISH THE WORKFORCE EXPERIENCE OPPORTUNITIES  
ACT OF 2025; AND FOR OTHER PURPOSES.

### Subtitle

TO ESTABLISH THE WORKFORCE EXPERIENCE  
OPPORTUNITIES ACT OF 2025.

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

SECTION 1. Arkansas Code Title 20, Chapter 76 is amended to add an additional subchapter to read as follows:

Subchapter 9 - Workforce Experience Opportunities Act of 2025

20-76-901. Title.

This subchapter shall be known and may be cited as the "Workforce Experience Opportunities Act of 2025".

20-76-902. Legislative purpose.

The purpose of this subchapter is to increase employment, income, and self-sufficiency among families by giving recipients of Supplemental Nutrition Assistance Program benefits more opportunities to comply with work requirements by volunteering at any public entity that receives state funding.

20-76-903. Definitions.



As used in this subchapter:

(1) "Accept and accommodate" means allowing an individual to physically enter and remain in the portion of a physical address open to the public when an employee is present for no less than four (4) hours per day and providing access to a bathroom;

(2) "State-funded entity" means:

(A) An agency, a sub-agency, a political subdivision of the state, or an office of the state with a physical address at which individuals are employed indoors at least part-time; or

(B) A municipal entity or office of a municipal entity that accepts any amount of state funding in a given calendar year with a physical address at which individuals are employed indoors at least part-time; and

(3) "Work requirement volunteer" means a state resident who:

(A) Is required to comply with the employment and training program requirement required in § 20-76-803 as a condition of eligibility for the Supplemental Nutrition Assistance Program; and

(B) Does not qualify for an exemption under 7 U.S.C. § 2015(d)(2), as it existed on January 1, 2025.

20-76-904. Requirements of state-funded entities.

(a) A state-funded entity shall accept and accommodate a work requirement volunteer who presents documentation of his or her work requirement and photographic identification.

(b) A state-funded entity that accepts a work requirement volunteer shall:

(1) Provide timely documentation to the agency responsible for monitoring the work requirement volunteer's compliance with a work requirement that accurately certifies:

(A) The work requirement volunteer's physical presence;  
and

(B) Any additional descriptions or information required by the responsible agency; and

(2) Allow the work requirement volunteer to monitor the operations of the state-funded entity to the extent the monitoring does not interfere with:

(A) Essential functions: or

(B) The health and safety of employees or the public.

(c) In accepting and accommodating a work requirement volunteer, a state-funded entity:

(1) May allow or require a work requirement volunteer to participate in:

(A) An activity for which no experience or education is required; or

(B) An activity for which a work requirement volunteer is qualified, including without limitation an activity that occurs in a place other than the state-funded entity's physical address;

(2) May prohibit a work requirement volunteer from engaging in an activity on the premises of the state-funded entity other than providing himself or herself basic human necessities of relief when the work requirement volunteer is not otherwise engaged; and

(3) Shall not allow the acceptance and accommodation of a work requirement volunteer to negatively interfere with essential operations of the state-funded entity.

(d) A state-funded entity is exempt from this subchapter if the presence of a work requirement volunteer anywhere on the premises will inevitably or inherently interfere with the essential operations of the state-funded entity or negatively impact the health and safety of the community served by the state-funded entity.

20-76-905. Liability.

(a) Except in a case of reckless conduct or intentional, willful, or wanton misconduct, a state-funded entity or employee of a state-funded entity is not liable for an injury, including without limitation economic and noneconomic damages or death:

(1) Arising from the conduct of a work requirement volunteer; or

(2) Experienced by a work requirement volunteer either at a physical location or during an activity associated with the state-funded entity.

(b) A work requirement volunteer is not eligible for workers compensation benefits under § 11-9-101 et seq.

(c)(1) A defense under this section is in addition to any other

defense, immunity, or limitation of liability provided by law.

(2) This section does not:

(A) Constitute a waiver of sovereign immunity of the state or governmental immunity of any political subdivision; or

(B) Modify the defenses or duties of a work requirement volunteer for conduct associated with his or her acceptance and accommodation by a state-funded entity.

SECTION 2. DO NOT CODIFY. Effective date.

This subchapter shall be effective on and after January 1, 2026.

*/s/Underwood*

**APPROVED: 4/16/25**