

Stricken language would be deleted from and underlined language would be added to present law.

State of Arkansas
94th General Assembly
Regular Session, 2023

A Bill

SENATE BILL 522

By: Senator G. Leding

For An Act To Be Entitled

AN ACT TO AMEND THE LAW REGARDING EMPLOYMENT; TO AMEND THE RECORDS KEPT BY AN EMPLOYER; TO REQUIRE CERTAIN RECORDS BE PROVIDED TO AN EMPLOYEE; AND FOR OTHER PURPOSES.

Subtitle

TO AMEND THE LAW REGARDING EMPLOYMENT; TO AMEND THE RECORDS KEPT BY AN EMPLOYER; AND TO REQUIRE CERTAIN RECORDS BE PROVIDED TO AN EMPLOYEE.

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

SECTION 1. Arkansas Code § 11-4-217 is amended to read as follows:
11-4-217. Records kept and provided by employer.

(a) Every employer subject to any provision of this subchapter or of any rule issued under this subchapter shall make and keep for a period of not less than three (3) years in or about the premises wherein any employee is employed a record of the name, address, and occupation of each of his or her employees, the rate of pay, the amount paid each pay period to each employee, and such other information as the Director of the Division of Labor shall prescribe by rule as necessary or appropriate for the enforcement of the provisions of this subchapter or of the rules under this subchapter.

(b) The records shall be open for inspection or transcription by the director or his or her authorized representative at any reasonable time.

(c) Every employer shall furnish to the director or to his or her authorized representative on demand a sworn statement of the records and



information upon forms prescribed or approved by the director.

(d) Every employer subject to any provision of this subchapter or of any rule issued under this subchapter shall furnish to each employee at the time the employee's wages are paid an itemized statement in paper or electronic format showing the:

- (1) Pay basis in hours or days worked;
- (2) Rate or rates of pay;
- (3) Gross pay; and
- (4) Deductions from the pay for the respective pay period.