

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

State of Arkansas
95th General Assembly
Regular Session, 2025

A Bill

HOUSE BILL 1720

By: Representative Vaught

For An Act To Be Entitled

AN ACT TO CREATE THE BABIES AT WORK ACT; TO ALLOW STATE AGENCIES TO PERMIT PUBLIC EMPLOYEES WHO ARE PARENTS OR LEGAL GUARDIANS TO BRING THEIR INFANTS SIX MONTHS OR YOUNGER TO WORK; AND FOR OTHER PURPOSES.

Subtitle

TO CREATE THE BABIES AT WORK ACT; TO ALLOW STATE AGENCIES TO PERMIT PUBLIC EMPLOYEES WHO ARE PARENTS OR LEGAL GUARDIANS TO BRING THEIR INFANTS SIX MONTHS OR YOUNGER TO WORK.

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

SECTION 1. DO NOT CODIFY. Title.

This act shall be known and may be cited as the "Babies at Work Act".

SECTION 2. DO NOT CODIFY. Legislative findings and intent.

(a) The General Assembly finds that:

(1) A parent or guardian who is a public employee has a responsibility to both his or her job and his or her family; and

(2) The first six (6) months of a child's life poses heightened demands of a parent or a guardian.

(b) This act is intended to increase public employee retention by allowing state agencies to permit a parent or guardian who is a public employee to bring his or her infant to work.



SECTION 3. Arkansas Code Title 21, Chapter 1, Subchapter 1, is amended to add an additional section to read as follows:

21-1-107. Infants at work – Definitions.

(a) As used in this section:

(1) "Infant" means a:

(A) Biological child, adopted child, or stepchild under six (6) months of age of a public employee; and

(B) Foster child under six (6) months of age who has been placed in the home of a public employee;

(2) "Public employee" means an employee of a state agency; and

(3) "State agency" means any department, agency, board, commission, office, or other authority of the state.

(b) The head of a state agency may permit a public employee of the state agency to bring his or her infant to work.

(c) The head of a state agency who permits a public employee to bring his or her infant to work under this section may establish an internal policy that includes without limitation:

(1) The identification of an appropriate work environment;

(2) The acceptable work performance standard of the public employee while his or her infant is at his or her workplace; and

(3) Safety guidelines for an infant who is brought to the workplace under this section.

(d) The provisions of this section do not prohibit a state agency from allowing a public employee to bring to the public employee's workplace his or her:

(1) Biological child, adopted child, or stepchild who is six (6) months of age or older; or

(2) Foster child six (6) months of age or older who has been placed in the home of the public employee.