

State of Arkansas
95th General Assembly
Regular Session, 2025

A Bill

HOUSE BILL 1792

By: Representative Springer
By: Senators B. Davis, D. Wallace

For An Act To Be Entitled

AN ACT REGARDING EMPLOYMENT; TO REQUIRE EMPLOYERS TO PROVIDE UNPAID LEAVE ON VETERANS DAY TO VETERAN EMPLOYEES; AND FOR OTHER PURPOSES.

Subtitle

TO REQUIRE EMPLOYERS TO PROVIDE UNPAID LEAVE ON VETERANS DAY TO VETERAN EMPLOYEES.

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

SECTION 1. Arkansas Code Title 11, Chapter 5, Subchapter 1, is amended to add an additional section to read as follows:

11-5-119. Unpaid leave for Veterans Day – Definitions.

(a) As used in this section:

(1) "Veteran" means a former member of the United States Armed Forces, or a former or current member of an Arkansas Reserve or Arkansas National Guard unit who was called into active military service of the United States as defined in the Military Code of Arkansas, § 12-60-101 et seq.; and

(2) "Veterans Day" means the federal holiday observed annually on November 11.

(b) A private employer that does not otherwise provide for paid holiday leave for Veterans Day shall allow an employee who is also a veteran to have the entirety of Veterans Day as unpaid leave if the employee provides the employer with:

(1) Written notice, submitted at least one (1) month in advance of the date, of his or her intent to have the entirety of Veterans Day as



unpaid leave; and

(2) Proof of veteran status, including without limitation a Certificate of Release or Discharge from Active Duty, generally referred to as a "DD Form 214", or other comparable certificate of discharge from the United States Armed Forces.

(c) The employer shall not reject the request of an employee who is also a veteran unless the employer can demonstrate that the employee's absence will:

(1) Adversely impact the public health and safety; or

(2) Cause significant economic or operational disruption to the employer, as determined by the Department of Labor and Licensing.

(d) This section does not prohibit an employer from allowing the employer's other employees, whether or not the employees are veterans, to have the entirety of Veterans Day as a paid holiday.

(e) The Secretary of the Department of Labor and Licensing may promulgate rules to implement this section.