

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 1996

By: Representative Gramlich

For An Act To Be Entitled

AN ACT TO AMEND THE LAW CONCERNING LABOR; TO AMEND THE CHILD LABOR LAWS ENACTED BY INITIATED ACT 1 OF 1914; TO ESTABLISH AN EDUCATIONAL ALTERNATIVE TO CIVIL PENALTIES FOR CERTAIN VIOLATIONS RELATED TO CHILD LABOR; TO CREATE EDUCATIONAL MATERIALS RELATED TO CHILD LABOR REQUIREMENTS; AND FOR OTHER PURPOSES.

Subtitle

TO AMEND THE CHILD LABOR LAWS ENACTED BY INITIATED ACT 1 OF 1914; TO ESTABLISH AN EDUCATIONAL ALTERNATIVE TO CIVIL PENALTIES FOR CERTAIN VIOLATIONS; AND TO CREATE EDUCATIONAL MATERIALS RELATED TO CHILD LABOR.

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

SECTION 1. DO NOT CODIFY. Legislative findings.

The General Assembly finds that:

(1) Part-time work by teenagers teaches important lessons in personal finance, time management, and confidence and allows for important networking and career exploration opportunities;

(2) However, the state has a responsibility to protect children from hazardous work environments and ensure that employment opportunities do not come at the expense of a teenager's education;

(3) The Department of Labor and Licensing identified that, from 2020 to 2023, child labor violations increased by two hundred sixty-six



percent (266%) and financial penalties for child labor violations increased by six hundred percent (600%) for the same time;

(4) When compared to surrounding states, Arkansas has some of the highest numbers of child labor cases investigated and child labor violations, as well as financial penalties assigned, according to data from the United States Department of Labor Wage and Hour Division; and

(5) It is crucial for teenagers who are employed, as well as employers and parents, to understand legal requirements and regulations as it relates to allowable working hours and places of employment for children under the age of sixteen (16).

SECTION 2. Arkansas Code § 11-6-103(a)(1), concerning the civil penalty related to child labor violations as enacted by Initiated Act 1 of 1914, is amended to read as follows:

(a)(1)(A) Any person, firm, corporation, partnership, association, parent, guardian, or custodian who employs or permits or suffers any child to be employed or to work in violation of this subchapter or §§ 11-12-101 – 11-12-105, or any rules issued thereunder, shall be subject to a civil penalty of not less than one hundred dollars (\$100) and not more than five thousand dollars (\$5,000) for each violation.

(B) A civil penalty under subdivision (a)(1)(A) of this section may be waived for a first-time violation if the person, firm, corporation, partnership, association, parent, guardian, or custodian subject to the civil penalty completes an educational module developed by the Department of Labor and Licensing under § 11-6-117.

SECTION 3. Arkansas Code Title 11, Chapter 6, Subchapter 1, is amended to add additional sections to read as follows:

11-6-117. Educational module related to child labor.

(a) The Department of Labor and Licensing shall develop an educational module that shall be provided to a person, a firm, a corporation, a partnership, an association, a parent, a guardian, or a custodian subject to a first-time civil penalty under §11-6-103(a)(1)(B).

(b) The educational module under subsection (a) of this section shall include:

(1) The requirements and prohibitions of the Fair Labor

Standards Act of 1938, 29 U.S.C. § 201, et seq., as it existed on January 1, 2025, specific to the employment of children under sixteen (16) years of age;

(2) Regulations under 29 C.F.R. Part 570, as it existed on January 1, 2025, specific to the employment of children under sixteen (16) years of age; and

(3) All state laws and rules governing the employment of children under sixteen (16) years of age.

11-6-118. Posting of educational signage.

(a) Each public school, open-enrollment public charter school, and private school shall post in a conspicuous place near the entrance of the establishment, or where posters and notices of this type customarily are posted, a poster developed by the Department of Labor and Licensing in collaboration with the Department of Education.

(b) The poster shall:

(1) Measure at least eight and one-half inches by eleven inches (8 1/2" and 11") in size;

(2) Be in a youth-friendly format and utilize age-appropriate language;

(3) Include the requirements and prohibitions of the Fair Labor Standards Act of 1938, 29 U.S.C. § 201, et seq., as it existed on January 1, 2025, specific to the employment of children under the age of sixteen (16);

(4) Include regulations under 29 C.F.R. Part 570, as it existed on January 1, 2025, specific to the employment of children under the age of sixteen (16); and

(5) Provide information on all state laws and rules governing the employment of children under the age of sixteen (16).

(c) The information required in subsection (b) of this section shall be printed in English, Spanish, and any other language mandated by the Voting Rights Act of 1965, 52 U.S.C. § 10503, as it existed on January 1, 2025, in the county where the school is located.

(d) The poster required under this section shall be available on the websites of the following:

(1) The Department of Labor and Licensing; and

(2) The Department of Education.

(e) To obtain a copy of the poster required under this section, the

administration of the public school, open-enrollment public charter school, or private school shall:

(1) Print the poster from either of the websites listed under subsection (c) of this section; or

(2) Request that the poster be mailed by the Department of Labor and Licensing or the Department of Education for the cost of printing and first-class postage.