

1 State of Arkansas
2 95th General Assembly
3 Regular Session, 2025
4

A Bill

HOUSE BILL 1792

5 By: Representative Springer
6 By: Senators B. Davis, D. Wallace
7

For An Act To Be Entitled

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

14 TO REQUIRE EMPLOYERS TO PROVIDE UNPAID
15 LEAVE ON VETERANS DAY TO VETERAN
16 EMPLOYEES.
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19 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
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21 SECTION 1. Arkansas Code Title 11, Chapter 5, Subchapter 1, is amended
22 to add an additional section to read as follows:

23 11-5-119. Unpaid leave for Veterans Day – Definitions.

24 (a) As used in this section:

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

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

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

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



1 unpaid leave; and

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

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

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

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

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

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

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