

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

# A Bill

HOUSE BILL 1514

5 By: Representatives Painter, Ray  
6 By: Senator Crowell  
7

## For An Act To Be Entitled

8 AN ACT TO AMEND THE UNIFORM ATTENDANCE AND LEAVE  
9 POLICY ACT; TO AMEND THE DEFINITION OF A "CRITICAL-  
10 NEED EMPLOYEE"; AND FOR OTHER PURPOSES.  
11  
12  
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## Subtitle

14 TO AMEND THE UNIFORM ATTENDANCE AND  
15 LEAVE POLICY ACT; AND TO AMEND THE  
16 DEFINITION OF A "CRITICAL-NEED  
17 EMPLOYEE".  
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19

20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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22 SECTION 1. Arkansas Code § 21-4-203(7)(A), concerning definitions to  
23 be used under the Uniform Attendance and Leave Policy Act, is amended to read  
24 as follows:

25 (7)(A) "Critical-need employee" means a person employed by any  
26 of the following state agencies in a position or classification that is  
27 required to be staffed by the state agency twenty-four (24) hours a day and  
28 seven (7) days a week:

- 29 (i) The Department of Corrections;  
30 (ii) The Department of Health;  
31 (iii) The Department of Human Services;  
32 (iv) The Division of Emergency Management;  
33 (v) The Division of Arkansas State Police;  
34 (vi) The Department of Veterans Affairs; ~~or~~  
35 (vii) The Department of Agriculture; or  
36 (viii) The Department of the Military.



