

State of Arkansas
95th General Assembly
Regular Session, 2025

A Bill

HOUSE BILL 1996

By: Representative Gramlich

Filed with: House Committee on Public Health, Welfare, and Labor
pursuant to A.C.A. §10-3-217.

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

1 not come at the expense of a teenager's education;

2 (3) The Department of Labor and Licensing identified that, from
3 2020 to 2023, child labor violations increased by two hundred sixty-six
4 percent (266%) and financial penalties for child labor violations increased
5 by six hundred percent (600%) for the same time;

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

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

14
15 SECTION 2. Arkansas Code § 11-6-103(a)(1), concerning the civil penalty
16 related to child labor violations as enacted by Initiated Act 1 of 1914, is
17 amended to read as follows:

18 (a)(1)(A) Any person, firm, corporation, partnership, association,
19 parent, guardian, or custodian who employs or permits or suffers any child to
20 be employed or to work in violation of this subchapter or §§ 11-12-101 – 11-
21 12-105, or any rules issued thereunder, shall be subject to a civil penalty
22 of not less than one hundred dollars (\$100) and not more than five thousand
23 dollars (\$5,000) for each violation.

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

28
29 SECTION 3. Arkansas Code Title 11, Chapter 6, Subchapter 1, is amended
30 to add additional sections to read as follows:

31 11-6-117. Educational module related to child labor.

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

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

1 include:

2 (1) The requirements and prohibitions of the Fair Labor
3 Standards Act of 1938, 29 U.S.C. § 201, et seq., as it existed on January 1,
4 2025, specific to the employment of children under sixteen (16) years of age;

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

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

10
11 11-6-118. Posting of educational signage.

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

17 (b) The poster shall:

18 (1) Measure at least eight and one-half inches by eleven inches
19 (8 1/2" and 11") in size;

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

22 (3) Include the requirements and prohibitions of the Fair Labor
23 Standards Act of 1938, 29 U.S.C. § 201, et seq., as it existed on January 1,
24 2025, specific to the employment of children under the age of sixteen (16);

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

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

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

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

36 (1) The Department of Labor and Licensing; and

1 (2) The Department of Education.

2 (e) To obtain a copy of the poster required under this section, the
3 administration of the public school, open-enrollment public charter school,
4 or private school shall:

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

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

9
10
11 Referred requested by the Arkansas House of Representatives

12 Prepared by: CRH/AMS
13
14