

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

As Engrossed: H2/24/25

A Bill

HOUSE BILL 1291

5 By: Representatives Wing, *J. Richardson*
6 By: Senator C. Penzo
7

For An Act To Be Entitled

9 AN ACT TO AMEND THE MINIMUM WAGE ACT OF THE STATE OF
10 ARKANSAS; TO PROVIDE EXCEPTIONS TO THE MINIMUM WAGE
11 ACT OF THE STATE OF ARKANSAS IMPACTING THE LAW
12 RESULTING FROM INITIATED ACT 5 OF 2018; TO ADD
13 CERTAIN MINOR LEAGUE BASEBALL PLAYERS TO THE
14 EXCLUSIONS FROM THE DEFINITION OF "EMPLOYEE"; AND FOR
15 OTHER PURPOSES.
16
17

Subtitle

18
19 TO EXCLUDE CERTAIN MINOR LEAGUE BASEBALL
20 PLAYERS FROM THE DEFINITION OF
21 "EMPLOYEE" UNDER THE MINIMUM WAGE ACT OF
22 THE STATE OF ARKANSAS IMPACTING THE LAW
23 RESULTING FROM INITIATED ACT 5 OF 2018.
24

25 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
26

27 SECTION 1. Arkansas Code § 11-4-203(3), concerning the definition of
28 "employee" as used in the Minimum Wage Act of the State of Arkansas, is
29 amended to add an additional subdivision to read as follows:

30 (T) An individual who:

31 (i) Has entered into a contract to play baseball at
32 the minor league level; and

33 (ii) Is compensated pursuant to the terms of a
34 collective bargaining agreement that expressly provides for wages and working
35 conditions.
36



- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26
- 27
- 28
- 29
- 30
- 31
- 32
- 33
- 34
- 35
- 36

/s/Wing