

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

A Bill

HOUSE BILL 1720

4
5 By: Representative Vaught
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For An Act To Be Entitled

8
9 AN ACT TO CREATE THE BABIES AT WORK ACT; TO ALLOW
10 STATE AGENCIES TO PERMIT PUBLIC EMPLOYEES WHO ARE
11 PARENTS OR LEGAL GUARDIANS TO BRING THEIR INFANTS SIX
12 MONTHS OR YOUNGER TO WORK; AND FOR OTHER PURPOSES.
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Subtitle

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16 TO CREATE THE BABIES AT WORK ACT; TO
17 ALLOW STATE AGENCIES TO PERMIT PUBLIC
18 EMPLOYEES WHO ARE PARENTS OR LEGAL
19 GUARDIANS TO BRING THEIR INFANTS SIX
20 MONTHS OR YOUNGER TO WORK.
21

22 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
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24 SECTION 1. DO NOT CODIFY. Title.

25 This act shall be known and may be cited as the "Babies at Work Act".
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27 SECTION 2. DO NOT CODIFY. Legislative findings and intent.

28 (a) The General Assembly finds that:

29 (1) A parent or guardian who is a public employee has a
30 responsibility to both his or her job and his or her family; and

31 (2) The first six (6) months of a child's life poses heightened
32 demands of a parent or a guardian.

33 (b) This act is intended to increase public employee retention by
34 allowing state agencies to permit a parent or guardian who is a public
35 employee to bring his or her infant to work.
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1 SECTION 3. Arkansas Code Title 21, Chapter 1, Subchapter 1, is amended
2 to add an additional section to read as follows:

3 21-1-107. Infants at work – Definitions.

4 (a) As used in this section:

5 (1) "Infant" means a:

6 (A) Biological child, adopted child, or stepchild under
7 six (6) months of age of a public employee; and

8 (B) Foster child under six (6) months of age who has been
9 placed in the home of a public employee;

10 (2) "Public employee" means an employee of a state agency; and

11 (3) "State agency" means any department, agency, board,
12 commission, office, or other authority of the state.

13 (b) The head of a state agency may permit a public employee of the
14 state agency to bring his or her infant to work.

15 (c) The head of a state agency who permits a public employee to bring
16 his or her infant to work under this section may establish an internal policy
17 that includes without limitation:

18 (1) The identification of an appropriate work environment;

19 (2) The acceptable work performance standard of the public
20 employee while his or her infant is at his or her workplace; and

21 (3) Safety guidelines for an infant who is brought to the
22 workplace under this section.

23 (d) The provisions of this section do not prohibit a state agency from
24 allowing a public employee to bring to the public employee's workplace his or
25 her:

26 (1) Biological child, adopted child, or stepchild who is six (6)
27 months of age or older; or

28 (2) Foster child six (6) months of age or older who has been
29 placed in the home of the public employee.

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