

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

# A Bill

SENATE BILL 279

5 By: Senator Irvin  
6 By: Representative Wooldridge  
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## For An Act To Be Entitled

8 AN ACT TO AMEND THE MINIMUM WAGE ACT OF THE STATE OF  
9 ARKANSAS; TO ASSIST THE DIVISION OF LABOR WITH  
10 ENFORCING THE FAIR AND PROMPT PAYMENT OF WAGES TO  
11 ARKANSAS CITIZENS; TO CLARIFY THE MANNER IN WHICH  
12 WAGE AND HOUR COMPLAINTS ARE INVESTIGATED; AND FOR  
13 OTHER PURPOSES.  
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## Subtitle

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17 TO ASSIST THE DIVISION OF LABOR WITH  
18 ENFORCING THE FAIR AND PROMPT PAYMENT OF  
19 WAGES TO ARKANSAS CITIZENS; AND TO  
20 CLARIFY THE MANNER IN WHICH WAGE AND  
21 HOUR COMPLAINTS ARE INVESTIGATED.  
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24 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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26 SECTION 1. Arkansas Code § 11-4-218(d)(1), concerning wage and hour  
27 investigations by the Director of the Division of Labor, is amended to read  
28 as follows:

29 (d)(1) The Director of the Division of Labor shall have the authority  
30 to ~~fully~~:

31 (A) Fully enforce this subchapter by instituting legal  
32 action to recover any wages that he or she determines to be due to employees  
33 under this subchapter; and

34 (B)(i) Investigate all complaints filed with the Division  
35 of Labor for unpaid wages to determine if this subchapter has been violated.

36 (ii) The assessment period shall be for the two (2)



1 years preceding the filing of the complaint but may be extended through the  
2 date the director issues a notice of assessment if the director determines a  
3 violation of this subchapter or any other law or rule the director may  
4 enforce hindered the director's investigation.

5 (iii)(a) The filing of a complaint with the director  
6 tolls the director's statute of limitations until the entry of a final order  
7 adjudicating the claim.

8 (b) Notwithstanding subsection (g) of this  
9 section, a legal action by the director to recover wages, liquidated damages,  
10 or civil penalties shall be commenced within one (1) year of the entry of the  
11 final order adjudicating the claim.

12 (iv) If a violation of this subchapter or any other  
13 law or rule the director may enforce prevents the director from discovering a  
14 valid claim for compensation of an employee, the employee may be joined in  
15 the administrative proceeding at any reasonable time before the  
16 administrative hearing or a separate notice of assessment may be issued on  
17 behalf of the employee.

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