

1 State of Arkansas
2 94th General Assembly
3 Regular Session, 2023

A Bill

HOUSE BILL 1451

4
5 By: Representatives Springer, S. Berry, L. Fite
6 By: Senator B. Davis

For An Act To Be Entitled

9 AN ACT REGARDING EMPLOYMENT; TO REQUIRE EMPLOYERS TO
10 PROVIDE UNPAID LEAVE ON VETERANS DAY TO VETERAN
11 EMPLOYEES; AND FOR OTHER PURPOSES.

Subtitle

12
13
14 REGARDING EMPLOYMENT; AND TO REQUIRE
15 EMPLOYERS TO PROVIDE UNPAID LEAVE ON
16 VETERANS DAY TO VETERAN EMPLOYEES.

17
18
19
20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

21
22 SECTION 1. Arkansas Code Title 11, Chapter 5, Subchapter 1, is amended
23 to add an additional section to read as follows:

24 11-5-119. Unpaid leave for Veterans Day.

25 (a) As used in this section:

26 (1) "Veteran" means a former member of the United States Armed
27 Forces, or a former or current member of an Arkansas Reserve or Arkansas
28 National Guard unit who was called into active military service of the United
29 States as defined in the Military Code of Arkansas, § 12-60-101 et seq.; and

30 (2) "Veterans Day" means the federal holiday observed annually
31 on November 11.

32 (b) A private employer that does not otherwise provide for paid
33 holiday leave for Veterans Day shall allow an employee who is also a veteran
34 to have the entirety of Veterans Day as unpaid leave if the employee who is
35 also a veteran provides the employer with:

36 (1) Written notice submitted at least one (1) month in advance



1 of the date of his or her intent to have the entirety of Veterans Day as
2 unpaid leave; and

3 (2) Proof of veteran status, including without limitation a
4 Certificate of Release or Discharge from Active Duty, generally referred to
5 as a "DD Form 214" or other comparable certificate of discharge from the
6 United States Armed Forces.

7 (c) The employer shall not reject the request of an employee who is
8 also a veteran unless the employer can demonstrate that the employee's
9 absence will:

10 (1) Adversely impact the public health and safety; or

11 (2) Cause significant economic or operational disruption to the
12 employer, as determined by the Department of Labor and Licensing.

13 (d) This section does not prohibit an employer from allowing the
14 employer's employees, whether or not the employees are veterans, to have the
15 entirety of Veterans Day as a paid holiday.

16 (e) The Secretary of the Department of Labor and Licensing may
17 promulgate rules to implement this section.

18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36