

Hall of the House of Representatives
94th General Assembly - Regular Session, 2023
Amendment Form

Subtitle of House Bill No. 1006

TO AMEND THE LAW REGARDING EMPLOYMENT; AND TO REQUIRE CERTAIN EMPLOYERS TO
PROVIDE PAID MATERNITY LEAVE.

Amendment No. 1 to House Bill 1006

Amend House Bill No. 1006 as originally introduced:

Add Representatives Joey Carr, Wing, Milligan, and Unger as cosponsors of the bill

AND

Add Senator K. Hammer as a cosponsor of the bill

AND

Delete everything after the enacting clause and substitute the following:

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

11-5-119. Paid maternity leave.

(a) As used in this section:

(1)(A) "Covered employer" means any person engaged in commerce or in any industry or activity affecting commerce who employs fifty (50) or more employees for each working day during each of twenty (20) or more calendar workweeks in the current or preceding calendar year.

(B) "Covered employer" also includes any:

(i) Person acting directly or indirectly in the interest of a covered employer to any of the employees of the employer;

(ii) Successor in interest of a covered employer;

and

(iii) Public agency; and

(2) "Eligible employee" means an individual who has been employed with a covered employer:

(A) For at least twelve (12) months; and

(B) Is classified as a full-time employee.



(b)(1) A covered employer that covers abortions or travel expenses related to abortions for employees shall provide twelve (12) weeks of paid maternity leave to eligible employees who are employed in Arkansas.

(2) The paid maternity leave required under subdivision (b)(1) of this section shall be paid as:

(A) One hundred percent (100%) of the eligible employee's salary; or

(B) A twelve (12) week average weekly pay.

(c) Eligibility for paid maternity leave under this section is limited to eligible employees who are:

(1) Enrolled in the covered employer's health benefit plan; and

(2) Birth mothers.

(d) The paid maternity leave authorized under this section shall begin immediately following the birth of the eligible employee's child.

(e) A covered employer that provides paid maternity leave under this section is not required to submit additional information or recordkeeping to the state regarding the provision of the paid maternity leave to an eligible employee.

(f)(1) If a covered employer provides a more generous paid maternity leave benefit, the eligible employee is not limited to the twelve (12) weeks of paid maternity leave provided under this section.

(2) An eligible employee shall not be allowed to combine paid maternity leave benefits offered by the covered employer."

The Amendment was read

By: Representative Pilkington

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Chief Clerk