

State of Arkansas  
95th General Assembly  
Regular Session, 2025

## A Bill

HOUSE BILL 1996

By: Representative Gramlich

Filed with: House Committee on Public Health, Welfare, and Labor  
pursuant to A.C.A. §10-3-217.

### For An Act To Be Entitled

AN ACT TO AMEND THE LAW CONCERNING LABOR; TO AMEND  
THE CHILD LABOR LAWS ENACTED BY INITIATED ACT 1 OF  
1914; TO ESTABLISH AN EDUCATIONAL ALTERNATIVE TO  
CIVIL PENALTIES FOR CERTAIN VIOLATIONS RELATED TO  
CHILD LABOR; TO CREATE EDUCATIONAL MATERIALS RELATED  
TO CHILD LABOR REQUIREMENTS; AND FOR OTHER PURPOSES.

### Subtitle

TO AMEND THE CHILD LABOR LAWS ENACTED BY  
INITIATED ACT 1 OF 1914; TO ESTABLISH AN  
EDUCATIONAL ALTERNATIVE TO CIVIL  
PENALTIES FOR CERTAIN VIOLATIONS; AND TO  
CREATE EDUCATIONAL MATERIALS RELATED TO  
CHILD LABOR.

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

SECTION 1. DO NOT CODIFY. Legislative findings.

The General Assembly finds that:

(1) Part-time work by teenagers teaches important lessons in  
personal finance, time management, and confidence and allows for important  
networking and career exploration opportunities;

(2) However, the state has a responsibility to protect children  
from hazardous work environments and ensure that employment opportunities do

1 not come at the expense of a teenager's education;

2 (3) The Department of Labor and Licensing identified that, from  
3 2020 to 2023, child labor violations increased by two hundred sixty-six  
4 percent (266%) and financial penalties for child labor violations increased  
5 by six hundred percent (600%) for the same time;

6 (4) When compared to surrounding states, Arkansas has some of  
7 the highest numbers of child labor cases investigated and child labor  
8 violations, as well as financial penalties assigned, according to data from  
9 the United States Department of Labor Wage and Hour Division; and

10 (5) It is crucial for teenagers who are employed, as well as  
11 employers and parents, to understand legal requirements and regulations as it  
12 relates to allowable working hours and places of employment for children  
13 under the age of sixteen (16).

14  
15 SECTION 2. Arkansas Code § 11-6-103(a)(1), concerning the civil penalty  
16 related to child labor violations as enacted by Initiated Act 1 of 1914, is  
17 amended to read as follows:

18 (a)(1)(A) Any person, firm, corporation, partnership, association,  
19 parent, guardian, or custodian who employs or permits or suffers any child to  
20 be employed or to work in violation of this subchapter or §§ 11-12-101 – 11-  
21 12-105, or any rules issued thereunder, shall be subject to a civil penalty  
22 of not less than one hundred dollars (\$100) and not more than five thousand  
23 dollars (\$5,000) for each violation.

24 (B) A civil penalty under subdivision (a)(1)(A) of this  
25 section may be waived for a first-time violation if the person, firm,  
26 corporation, partnership, association, parent, guardian, or custodian subject  
27 to the civil penalty completes an educational module developed by the  
28 Department of Labor and Licensing under § 11-6-117.

29  
30 SECTION 3. Arkansas Code Title 11, Chapter 6, Subchapter 1, is amended  
31 to add additional sections to read as follows:

32 11-6-117. Educational module related to child labor.

33 (a) The Department of Labor and Licensing shall develop an educational  
34 module that shall be provided to a person, a firm, a corporation, a  
35 partnership, an association, a parent, a guardian, or a custodian subject to  
36 a first-time civil penalty under §11-6-103(a)(1)(B).

1        (b) The educational module under subsection (a) of this section shall  
2 include:

3            (1) The requirements and prohibitions of the Fair Labor  
4 Standards Act of 1938, 29 U.S.C. § 201, et seq., as it existed on January 1,  
5 2025, specific to the employment of children under sixteen (16) years of age;

6            (2) Regulations under 29 C.F.R. Part 570, as it existed on  
7 January 1, 2025, specific to the employment of children under sixteen (16)  
8 years of age; and

9            (3) All state laws and rules governing the employment of  
10 children under sixteen (16) years of age.

11  
12        11-6-118. Posting of educational signage.

13        (a) Each public school, open-enrollment public charter school, and  
14 private school shall post in a conspicuous place near the entrance of the  
15 establishment, or where posters and notices of this type customarily are  
16 posted, a poster developed by the Department of Labor and Licensing in  
17 collaboration with the Department of Education.

18        (b) The poster shall:

19            (1) Measure at least eight and one-half inches by eleven inches  
20 (8 1/2" and 11") in size;

21            (2) Be in a youth-friendly format and utilize age-appropriate  
22 language;

23            (3) Include the requirements and prohibitions of the Fair Labor  
24 Standards Act of 1938, 29 U.S.C. § 201, et seq., as it existed on January 1,  
25 2025, specific to the employment of children under the age of sixteen (16);

26            (4) Include regulations under 29 C.F.R. Part 570, as it existed  
27 on January 1, 2025, specific to the employment of children under the age of  
28 sixteen (16); and

29            (5) Provide information on all state laws and rules governing  
30 the employment of children under the age of sixteen (16).

31        (c) The information required in subsection (b) of this section shall  
32 be printed in English, Spanish, and any other language mandated by the Voting  
33 Rights Act of 1965, 52 U.S.C. § 10503, as it existed on January 1, 2025, in  
34 the county where the school is located.

35        (d) The poster required under this section shall be available on the  
36 websites of the following:

1           (1) The Department of Labor and Licensing; and

2           (2) The Department of Education.

3           (e) To obtain a copy of the poster required under this section, the  
4 administration of the public school, open-enrollment public charter school,  
5 or private school shall:

6           (1) Print the poster from either of the websites listed under  
7 subsection (c) of this section; or

8           (2) Request that the poster be mailed by the Department of Labor  
9 and Licensing or the Department of Education for the cost of printing and  
10 first-class postage.

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12  
13 Referred requested by the Arkansas House of Representatives

14 Prepared by: CRH/AMS