

1 State of Arkansas

As Engrossed: S4/7/25

2 95th General Assembly

## A Bill

3 Regular Session, 2025

SENATE BILL 585

4  
5 By: Senator G. Leding

6 By: Representative Gonzales Worthen

### For An Act To Be Entitled

9 AN ACT TO AMEND THE LAW REGARDING EMPLOYMENT; TO  
10 REQUIRE CERTAIN RECORDS BE PROVIDED TO AN EMPLOYEE  
11 WHO IS A MINOR; AND FOR OTHER PURPOSES.

### Subtitle

15 TO REQUIRE CERTAIN RECORDS BE PROVIDED  
16 TO AN EMPLOYEE WHO IS A MINOR.

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

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20 SECTION 1. Arkansas Code § 11-4-217 is amended to read as follows:

21 11-4-217. Records kept and provided by employer.

22 (a) Every employer subject to any provision of this subchapter or of  
23 any rule issued under this subchapter shall make and keep for a period of not  
24 less than three (3) years in or about the premises wherein any employee is  
25 employed a record of the name, address, and occupation of each of his or her  
26 employees, the rate of pay, the amount paid each pay period to each employee,  
27 and such other information as the Director of the Division of Labor shall  
28 prescribe by rule as necessary or appropriate for the enforcement of the  
29 provisions of this subchapter or of the rules under this subchapter.

30 (b) The records shall be open for inspection or transcription by the  
31 director or his or her authorized representative at any reasonable time.

32 (c) Every employer shall furnish to the director or to his or her  
33 authorized representative on demand a sworn statement of the records and  
34 information upon forms prescribed or approved by the director.

35 (d)(1) Every employer with more than ten (10) employees subject to any  
36 provision of this subchapter or any rule issued under this subchapter shall



1 furnish to each employee who is a minor at the beginning of the pay cycle at  
2 the time the employee's wages are paid an itemized statement showing the:

3 (A) Pay basis in hours or days worked;

4 (B) Rate or rates of pay;

5 (C) Gross pay; and

6 (D) All deductions from the pay for the respective pay  
7 period.

8 (2)(A) For purposes of this subsection, a person who has reached  
9 eighteen (18) years of age shall be considered to have reached the age of  
10 majority and be of full age for all purposes.

11 (B) Until the age of eighteen (18) years is attained, a  
12 person shall be considered a minor.

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14 */s/G. Leding*  
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