

Stricken language would be deleted from and underlined language would be added to present law.

1 State of Arkansas  
2 94th General Assembly  
3 Regular Session, 2023  
4

As Engrossed: H2/20/23

# A Bill

HOUSE BILL 1410

5 By: Representatives Burkes, Underwood, Long  
6 By: Senators C. Penzo, J. Bryant, M. McKee  
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## For An Act To Be Entitled

9 AN ACT TO REVISE THE CHILD LABOR LAWS; TO CREATE THE  
10 "YOUTH HIRING ACT OF 2023"; AND FOR OTHER PURPOSES.  
11

## Subtitle

14 TO REVISE THE CHILD LABOR LAWS; AND TO  
15 CREATE THE "YOUTH HIRING ACT OF 2023".  
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18 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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20 SECTION 1. DO NOT CODIFY. Title – Purpose – Legislative findings.

21 (a) This act shall be known and may be cited as the "Youth Hiring Act  
22 of 2023".

23 (b) The purpose of this act is to:

24 (1) Dispense with the state's requirement that children under  
25 sixteen (16) years of age have to obtain permission from the Division of  
26 Labor in order to be employed;

27 (2) Restore decision-making to parents concerning their  
28 children; and

29 (3) Streamline the hiring process for children under sixteen  
30 (16) years of age.

31 (c) The General Assembly finds that:

32 (1) Children under sixteen (16) years of age should not be  
33 required to obtain an employment certificate as a condition of employment;  
34 and

35 (2) The division should not require that a child under sixteen  
36 (16) years of age verify proof of their age through an employment certificate



1 as a condition of employment.

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3 SECTION 2. Arkansas Code § 11-6-109 is repealed.

4 ~~11-6-109. Children under age 16 years — Employment certificate~~  
5 ~~required.~~

6 ~~(a) No person, firm, or corporation shall employ or permit any child~~  
7 ~~under sixteen (16) years to work in or in connection with any establishment~~  
8 ~~or occupation unless the person, firm, or corporation employing the child~~  
9 ~~procures and keeps on file, accessible to the Division of Labor and the~~  
10 ~~Division of Elementary and Secondary Education, or local school officials, an~~  
11 ~~employment certificate as provided in this section.~~

12 ~~(b)(1) The employment certificate shall be issued only by the Director~~  
13 ~~of the Division of Labor.~~

14 ~~(2) Application for an employment certificate shall be made on a~~  
15 ~~form approved by the director and shall require submission of the following:~~

16 ~~(A) Proof of age;~~

17 ~~(B) A description of the work and work schedule; and~~

18 ~~(C) Written consent of the parent or guardian.~~

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20 /s/Burkes  
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