

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

A Bill

HOUSE BILL 1410

4
5 By: Representatives Burkes, Underwood
6 By: Senator C. Penzo

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.

Subtitle

14 TO REVISE THE CHILD LABOR LAWS; AND TO
15 CREATE THE "YOUTH HIRING ACT OF 2023".

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17
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.

2
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 Arkansas Code § 11-6-109 is repealed.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.~~