



HB 1410 Child Labor Bill Fact Sheet

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HB 1410 will endanger Arkansas children.

- States that have passed similar labor laws have encountered numerous child safety issues, including exploitation, injury and even the death of minor children.
- These incidents have been identified and documented by the U.S. Department of Labor in many states, leading to federal investigations and prosecution of the employers (see examples on the next page).

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HB 1410 will increase school truancy and drop-out rates.

- Employing children will cause them to miss class and will lead to lower high school graduation rates across the state.
- These children who do not finish high school will then be stuck in low-paying jobs.
- This will hurt Arkansas's future workforce, which will require educated and skilled workers for technical jobs.

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HB 1410 will lower wages for workers of all ages.

- The lack of documentation also would make it easier for corporations to avoid paying minors fair wages.
- With a pool of very young workers who can be paid unfair wages competing with others in the labor market, wages for people of all ages – including veterans trying to re-enter the workforce after military service – would fall in many industries.

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HB1410 will cause Arkansas to lose tax dollars.

- HB1410 could be used as a loophole for businesses to avoid paying their fair share of taxes.
- Not requiring an employee ID or employment certification, coupled with Arkansas's lack of a pay stub requirement, would allow businesses to pay employees in cash under the table without any record of their salary/wages.
- This will cause the state to lose tax revenue.

Examples of child exploitation in states with labor laws similar to the one Arkansas is considering:

- **LANCASTER, KY (2/14/23)** – A Lancaster meat processing plant allowed eight minor-aged employees to work outside of federally allowed hours and engage in hazardous work, a federal investigation has found.
- **BIRMINGHAM, AL (10/11/22)** – The U.S. Department of Labor has obtained a federal court order to stop an Alexander City manufacturer of [Hyundai and Kia auto parts from employing 13-, 14- and 15-year-old workers illegally](#), and to prevent the company from shipping or delivering any goods produced in violation of federal child labor laws.
- **TAMPA, FL (2/8/23)** – A [U.S. Department of Labor investigation](#) has found two operators of Tampa-area Tropical Smoothie Café franchise locations failed to pay workers their full wages, allowed minor-aged employees to work more hours than the law allows when school is in session, and permitted some minors to illegally load a trash compactor.
- **COLUMBIA, SC (1/3/23)** – What began as a [child-labor investigation by the U.S. Department of Labor](#) at one Arby's restaurant location in Laurens expanded to include other restaurants operated by the same business owner who was found to be allowing 65 minor-aged employees to work outside of federally allowed work hours.
- **FLORIDA (12/19/22)** – South Florida frozen custard franchisee pays more than \$15K penalty after [allowing 14- and 15-year-olds to work outside legally permitted hours](#).
- **NORTH CAROLINA (12/19/22)** – North Carolina Chick-fil-A franchisee fined \$6K after [letting teenagers use hazardous machinery](#), paying workers with meals, federal investigation finds.
- **LINCOLN, NE (2/6/22)** – Packers Sanitation Services Inc. LTD – one of the nation's largest providers of food safety sanitation services – [illegally employed 102 children in eight states](#). At least three of the children, including a 13-year-old, suffered chemical burns. Some kids were working night shifts while enrolled in school during the day.
- **FORT WAYNE, IN (9/26/22)** – Operator of Dairy Queen franchises fined \$42K after [federal investigation finds child labor violations at 11 Indiana, Michigan, locations](#).
- **LEXINGTON, SC (9/1/22)** – A U.S. Department of Labor investigation found [child-labor violations at nine Burger King franchise locations](#).
- **SPARTANBURG, SC (6/29/22)** – A federal investigation found [child-labor violations](#) at a Spartanburg Bojangles.
- **MANASQUAN, NJ (6/28/22)** – A federal investigation has found that a popular chain of sandwich shops [allowed 14- and 15-year-old workers to work beyond and outside hours permitted](#) by child labor laws.

RED FLAG:

Adult businesses such as bars and clubs could hire minors without requiring an ID or proof of age. This could lead to additional criminal violations for the employer such as child endangerment and even human and sex trafficking as well.

- **MIAMI, FL** – A 13-year-old girl, identified in the news only as D.J., [reportedly worked at the all-nude Club Madonna](#). Three people were arrested for “pimping her out.” One was another dancer at the club who first brought D.J. in to dance under the stage name “Peaches.” Club owners are supposed to check identification to confirm the age of all dancers. The DOL began its investigation by searching the club, looking at ledgers, video surveillance footage, computers, and external hard drives. However, an attorney for the club claims they have no record of D.J. working at the club—nothing on sign-in sheets, contracts, or payroll records.