MINIMUM WAGE
All employees covered by Arkansas Code 11-4-202 to 11-4-220 must be paid a minimum wage of at least: $9.25 an hour effective January 1, 2019 with an allowance for gratuities not to exceed $0.87 per hour.

COVERAGE
The Arkansas Minimum Wage applies to an employer of four (4) or more employees. All employees of the above employers are covered except:
- Executive, administrative or professional employees.
- Outside commission-paid salesmen.
- Students whose work is a part of a bona fide vocational training program.
- Students who work in the schools they are attending.
- Some farms.
- Independent contractors.
- Employees of the United States.

STUDENT RATE
Any full-time student attending any accredited institution of education within the State of Arkansas, and who is employed to work an amount not to exceed twenty (20) hours during weeks that school is in session or forty (40) hours during weeks when school is not in session, such rate of wage shall be equal to not less than eighty-five (85%) of the applicable minimum wage provided a Student Certificate of Eligibility is obtained from the Arkansas Department of Labor. Student workers subject to the 85% provision of the applicable minimum wage rate and a gratuity allowance shall not be paid less than the base wage guaranteed any other employee subject to a gratuity allowance.

HANICAPPED WORKERS
The Director has established procedures for employers of handicapped workers. For further information contact the Department of Labor.

STUDENT-LEARNERS
A “Student-Learner” is a person who is receiving regular instructions in an accredited school and who is employed on a part-time basis in a bona fide vocational training program. For further information contact the Department of Labor.

OVERTIME PAY
Overtime compensation must be paid at the rate of one and one-half times the regular hourly rate of pay for hours worked in excess of forty (40) hours in a week. This overtime provision shall not be applicable with respect to employers with less than 4 employees, or agricultural employees.

WEEKWORK
A weekwork is a recurring period of 168 hours in the form of seven consecutive 24-hour periods.

ENFORCEMENT
Powers of the Director of Labor:
The Director or his representatives have the authority to:
(a) enter and inspect any place of employment in the State to examine books, payrolls, and records having to do with wages and hours.
(b) require any person or persons, and the employer himself or his employee, to give notice of the receipt, possession, or destruction of any records, or to give evidence of the same.

DEDUCTIONS FROM THE MINIMUM WAGE
No deduction from the applicable minimum wage may be made except those authorized or required by law or by regulations of the Director of Labor, however, deductions which are not otherwise prohibited and which are for the employee’s benefit may be made if authorized in writing by the employee.

KEEPING OF RECORDS
All employees subject to the Minimum Wage Law must keep accurate records for a period of three (3) years. These records must include the name, address, occupation, rate of pay, hours worked and the amount paid each pay period for all employees covered by the law. In addition, every employer who claims an allowance for tips, board, lodging, apparel or other items or services as part of the applicable minimum wage rate, must maintain daily records showing for each employee the amounts claimed as allowable deductions or expenses which will substantiate the amount of tips actually received by the employee or the employer’s reasonable cost in supplying items or services to the employee.

EQUAL PAY ACT
No employer in the State of Arkansas shall discriminate in the payment of wages as between the sexes or shall pay any female in his employment, salary or wage rate less than the rates paid to male employees for comparable work. Provided, however, that nothing in this Act shall prohibit a variation in rates of pay based upon a difference in seniority, experience, training, skill, ability, or difference in duties and services performed, life experience difference in the shift or time of the day worked, or any other reasonable differentiation except difference in sex. Every employer shall keep and maintain records of the salaries and wages, job classifications and other terms and conditions of employment of the persons employed by him and such records shall be preserved for a period of three (3) years.

PENALTIES
Any employer who willfully hinders or delays the Director or his authorized representative in the performance of his duties in the enforcement of these statutes or otherwise willfully violates any provision of these statutes or of any regulation issued under it shall be deemed in violation of the Minimum Wage Law and shall be subject to a civil penalty of not less than fifty dollars ($50.00) and not more than one thousand dollars ($1,000.00) for each violation. For the purposes of this subsection, each such violation shall constitute a separate offense. Any employer who willfully discharges or in any other manner willfully discriminates against any employee because such employee has made any complaint to his employer, to the Director of Labor, or his authorized representative that he has not been paid minimum wages in accordance with the provisions of these statutes, or because he has caused or is about to cause to be instituted any proceeding under or related to these statutes, or because he has given or attempted to give any notice of the receipt, possession, or destruction of any records, or to give evidence of the same, shall be subject to a civil penalty of not less than fifty dollars ($50.00) and not more than one thousand dollars ($1,000.00) for each violation. For the purposes of this section, each day the violation continues shall constitute a separate offense.

WAGE COLLECTION ACT
The Wage Collection Act provides assistance to any employee in the collection of wages due him or her for work performed. Work performed shall include all or any work or services performed by any person employed for any period of time where the wages or salary or remunerations for such work or services are to be paid at stated intervals or at the termination of such employment, or for physical work actually performed by an independent contractor, provided that the amount in controversy does not exceed the sum of two thousand dollars ($2,000.00). Employees who need assistance in collecting wages due them should contact the Arkansas Labor Department.

THIS POSTER CONTAINS ONLY A SUMMARY
Copies of the complete laws and regulations are available from the Department of Labor.