

# Arkansas State Postings



**Form AR-P**  
Ark. Code Ann. §11-9-403, 407 AWCC Rule7  
Updated: 06-16-14

**ARKANSAS WORKERS' COMPENSATION COMMISSION**  
324 Spring Street, Little Rock, AR 72201  
Mail: P.O. Box 950, Little Rock, AR 72203-0950  
Little Rock Office - 1-800-622-4472 / 501-682-3930  
Springdale Office - 1-800-852-5376 / 479-751-2790

**P**

## WORKERS' COMPENSATION INSTRUCTIONS TO EMPLOYERS AND EMPLOYEES

All employees of this establishment entitled to benefits under the provisions of the Arkansas workers' compensation laws are hereby notified that their employer has secured the payment of such compensation as may at any time be due employees or their dependents. This employer is required by state law to provide workers' compensation coverage to all employees who have the occupation or description from the "classification of workers' compensation laws," and the employer certifies by the display of this poster that workers' compensation coverage is now provided by a workers' compensation insurance policy or by enrollment in the Arkansas Self-Insurance Program or by the Public Employee Claims Division of the Arkansas Insurance Department.

(Place label indicating Insurer's Name, Claims Office Address, Claims Office Number and Policy Expiration Date)

### IN CASE OF JOB-RELATED INJURIES OR OCCUPATIONAL DISEASES

- The Employer Shall:**
1. Provide all necessary medical, surgical and hospital treatment, as required by law, following the injury and for such additional time as ordered by the Workers' Compensation Commission.
  2. Provide compensation payments in accordance with the provisions of the law. The first installment of compensation becomes due on the 15th day after the employee has notice of the injury or death, except in those cases where liability has been denied by the employer.
  3. Provide prompt reporting of accidents to appropriate parties.
  4. Keep a record of all injuries received by its employees.

**The Employee Shall:**

The employee shall report the injury to the employer on Form N as to a person or at a place specified by the employer, unless the injury either renders the employee physically or mentally unable to do so, or the injury is made known to the employer immediately after it occurs. The employer shall not be responsible for disability, medical, or other benefits prior to receipt of the employer's notice of injury. All reporting procedures specified by the employer must be reasonable and shall afford each employee reasonable notice of the reporting requirements. The foregoing shall not apply when an employee requires emergency medical treatment outside the employer's normal business hours; however, in that event, the employee shall cause a report of the injury to be made to the employer on the employer's next regular business day.

Failure to give such notice shall not bar any claim if (1) the employer had knowledge of the injury or death, (2) if the employee had no knowledge that the condition or disease arose out of and in the course of employment, or (3) if the Commission excuses such failure on the grounds that for some satisfactory reason such notice could not be given. Objection to failure to give notice must be made at or before the first hearing on the claim.

**Statutory Information:**

Ark. Code Ann. § 11-9-514(b) states: "Treatment or services furnished or prescribed by any physician other than the ones selected according to the bargaining, except emergency treatment, shall be at the claimant's expense."

Ark. Code Ann. § 11-9-514(f), however, indicates: "When compensability is controverted, subsection (b) shall not apply if:

- (1) The employee requests medical assistance in writing prior to seeking the same as a result of an occupational medical injury; and
- (2) The employer refuses to refer the employee to a medical provider within forty-eight (48) hours after such written request as provided above; and
- (3) The alleged injury is later found to be a compensable injury; and
- (4) The employer has not made a previous offer of medical treatment.

If you have any questions regarding your rights under the Arkansas workers' compensation laws, you may call an Arkansas Workers' Compensation Commission legal advisor at our toll-free number listed above.

All employers who come within the operation of the Arkansas workers' compensation laws and have complied with its provisions must post this notice in a CONSPICUOUS place in or about their place or places of business.

## ARKANSAS VETERANS' BENEFITS AND SERVICES

As mandated by Act 655 of 2025 of the Arkansas General Assembly, this poster provides essential information on benefits and services available to service members and veterans.

**Arkansas Department of Veterans Affairs (ADVA)**      **Arkansas Department of Labor and Licensing (ADLL)**  
• Phone: 501-683-2362      • Phone: 501-682-4500  
• Website: [www.veterans.arkansas.gov](http://www.veterans.arkansas.gov)      • Website: [labor.arkansas.gov](http://labor.arkansas.gov)  
• 5501 Woodlawn St., 4011N      • 500 W. Capitol  
Little Rock, AR 72201      Little Rock, AR 72201

**Summary of Arkansas Military and Veterans Benefits:** Arkansas offers special benefits for Service members, Veterans, and their Families including property tax exemptions, state employment preferences, education and tuition assistance, vehicle tags, as well as hunting and fishing license privileges. Eligibility for some benefits may depend on residency, military component, and Veteran disability status.

**U.S. Department of Veterans Affairs (VA) Resources**

**Substance Abuse and Mental Health Treatment Options**

- **Mental Health Support and Services:** First treatment and support for mental health problems like PTSD, MST, depression, grief, substance use problems, and anxiety-related conditions.  
• Website: [www.mentalhealth.va.gov](http://www.mentalhealth.va.gov)
- **Connect with Social Workers:** Get help with resources, crisis intervention, individual partner assistance, food insecurity, substance use, expenses, and support for housing instability.  
• VA Health Care Helpline: (877) 222-4387 (press 9)  
• Website: [www.socialworkers.va.gov](http://www.socialworkers.va.gov)
- **Veterans Crisis Line:** Connect with caring, qualified VA responders. Confidential support is available 24/7.  
• Call: (800) 828-6888 and Press 1  
• Text: 982-5623  
• Chat Online: [VeteransCrisisLine.net](http://VeteransCrisisLine.net)  
• TTY: 800-798-4889

**Educational, Workforce, and Training Resources**

- **Apply for and manage your Bill and other education benefits:** Help pay for college and training programs.  
• **VA Education Benefits Assistance Service:** Help pay for college and training programs.  
• From the U.S.: (800) 485-2051  
• From overseas: (801) 935-2156/76  
• Website: [www.va.gov/education/benefits-education](http://www.va.gov/education/benefits-education)
- **Veteran Readiness and Employment (VREAC):** Services members and veterans with service-connected disabilities may qualify for VREAC, also known as Chapter 31.  
• Website: [www.va.gov/vreac/vreac-employment-readiness-education](http://www.va.gov/vreac/vreac-employment-readiness-education)
- **Careers and Employment:** Apply for Veterans Readiness and Employment (VREAC), get referred to your veteran-owned small business, and access other career resources.  
• VA HIRING: (800) 990-2411  
• Website: [www.va.gov/careers/employment/](http://www.va.gov/careers/employment/)

**Tax Benefits**

- **Military Pay Exempt from Arkansas State Taxes:**  
• Military pay received by Service members serving in an active or reserve component of the U.S. Armed Forces is exempt from Arkansas income tax.
- **Military retirement pay is exempt from Arkansas income taxes.**
- **Arkansas State Taxes on Military Disability Retirement Pay:** Military disability retirement pay received as a pension, annuity, or similar allowance for personal injury or disability incurred while on active service in the U.S. Armed Forces shall not be included in taxable income.

Arkansas has many easy options for tax relief for Military and Veterans. You can make an up-to-date list at <https://www.dhs.gov/education/benefits-education>.

**Veterans Designation on Arkansas ID Card and Driver's License:**

Arkansas resident Veterans who received an honorable discharge from service in the U.S. Armed Forces can request a Veterans designation on their Arkansas driver's license or ID card. Veterans can apply at any Arkansas State Cabinet Office.

Arkansas must provide copies of the following documents as proof of eligibility:

- DD214: Certificate of Release or Discharge from Active Duty
- NGB 22: Report of Separation
- Veterans ID card issued by the VA
- DD2035 or 207: Discharge Certificate
- DD2: retired Veterans ID card

**NOTE: Employers in Arkansas with fifty (50) or more full-time equivalent employees are required to display this poster in a conspicuous place accessible to employees.**

## ARKANSAS DEPARTMENT OF LABOR AND LICENSING NOTICE to employer & employee

**MINIMUM WAGE**  
An employer covered by Arkansas Code 11-4-202 (11-4-202) must pay a minimum wage of at least:  
\$11.00 as of July effective January 1, 2021 with an allowance for gratuities of at least \$8.30 per hour.

**COVERAGE**  
The Arkansas Minimum Wage applies to an employer of four (4) or more persons. Covered employees include:  
• Executive, administrative or professional employees.  
• Outside commissioned salespersons.  
• Students who work as a part of a non-for-profit vocational training program.  
• Students who work in the restaurant industry who are attending:  
• "Summer term schools."  
• "Summer internships."  
• "Employment 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 in a position not to exceed twenty (20) hours during weeks that coincide in a week 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 and Licensing. Student workers subject to the fifty percent of the applicable minimum wage rate and a gratuity allowance shall not be paid less than the base wage guaranteed any other employee advanced to a primary position.

**HANDICAPPED WORKERS**  
The Director has established laws for the employment of these workers. For further information contact the Department of Labor and Licensing.

**STUDENT-LEARNERS**  
A "Student-Learner" is a person who is receiving regular instruction in an accredited school and who is employed in a part-time basis in a work-force training program. For further information contact the Department of Labor and Licensing.

**OVERTIME PAY**  
Overtime compensation shall be paid at the rate of one and one-half times the regular hourly rate of pay for hours worked in excess of (40) hours in a workweek. The overtime provision shall not be applicable with respect to employees with less than 4 employees, agricultural workers, and seasonal workers.

**WORKWEEK**  
A workweek is a regularly recurring period of 168 hours in the form of seven consecutive 24-hour periods.

**ENFORCEMENT**  
The Director or the Director of Labor or her representative have the authority to:  
• enter and inspect any place of employment in the State to examine books, records, and records relating to pay for hours worked as shown on the law.  
• make any investigation or complaint, or make any other inquiry that is necessary and may require any employee to be paid the full rate of pay.  
• require written or sworn statements from an employer about the employer's wages and hours of work.  
• enforce all administrative rules.

**DEDUCTIONS FROM THE MINIMUM WAGE**  
No deduction from the applicable minimum wage may be made except for amounts that are not otherwise prohibited and which are for the employer's benefit may be made if authorized in writing by the employee.

**KEEPING OF RECORDS**  
All employers subject to the Minimum Wage Law must keep accurate records for a period of three (3) years. These records shall include the name, address, occupation, rate of pay, hours worked and the amount paid each pay period for all employees for whom the law is in effect. In addition, employers who employ an employee on a piece-work basis, including, approval of other forms of services, must keep the applicable minimum wage rate, minimum daily minimum allowance for each employee, the amount earned, and a statement of the employee's reasonable cost of supplying them to his 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 the same job or wage rate who does not the rate paid to male employees for comparable work. Provided, however, that nothing in this Act shall prohibit a variation in rates of pay based on a difference in seniority, experience, training, skill, ability, or performance in relation to wages and performance or difference in the shift or time of day worked, or any other reasonable, job-related local difference in pay. Every employer shall keep and maintain records of the salaries and wage rates, 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.

**EMPLOYERS SUBJECT TO THE MINIMUM WAGE ACT ARE REQUIRED TO POST THIS NOTICE IN A CONSPICUOUS PLACE FOR ALL EMPLOYEES.**

**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 work or service performed by any person employed for any period of time where the wages or any remuneration for such work or service has not been paid or not been paid in full at the end of each employment, or for physical work actually performed by an independent contractor, provided that the amount is contractually due or exceeds the sum of one thousand dollars (\$1,000.00). The Act shall not apply to:  
• such boy or girl is a graduate of any high school, vocational school or technical school.  
• such boy or girl is married or is a parent.

Act 647 of 1987 allows the employment of children in the entertainment industry provided the child is licensed as Entertainment Work-Permit by the Director of Labor. Child labor violations result in a civil monetary penalty of not less than \$100.00 and not more than \$5,000.00 for each violation.

**IF YOU HAVE QUESTIONS CONCERNING THE ARKANSAS MINIMUM WAGE LAW, TELEPHONE 682-4500.**

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**NOTICE to Employers / Employees**

Your State has the own minimum wage law which requires posting a notice regarding the aspects of that law. Employers are still required to post the Federal Minimum Wage notice from the U.S. Dept. of Labor Fair Labor Standards Act in addition to the state posting. According to the Dept. of Labor, where Federal and state law have different minimum wage rates, the higher standard applies.

**NOTICE TO EMPLOYERS HOW TO CLAIM UNEMPLOYMENT INSURANCE**

**This Posting is for Informational Purposes Only**

The Law provides Unemployment Benefits for unemployed workers and under certain conditions for those working only part time.

As a covered employee, your employer has contributed to or will contribute the Arkansas Unemployment Trust Fund from which benefits are paid. **NO DEDUCTIONS CAN BE MADE FROM YOUR WAGES FOR THIS PURPOSE.** In case your employer has your correct Social Security Number:

- A. If you know you are going to be laid off or work for a calendar week or more, **YOU SHOULD DISGUISE!**  
File a claim for benefits through the Division of Workforce Services.
- We will try to help locate work for you both before benefit payments start and while they are being paid.
- If you are attached to a regular employer, working less than full time, but currently in lack-of-work, you may be eligible for partial Unemployment Insurance Benefits. Do not attend ARKANSAS.

Our Local Offices will answer questions and supply further information.

Full-time Local Offices are situated in the following cities to provide services to Unemployment Insurance Claimants:

Conway	Forrest City	Hope	Little Rock	Searcy
El Dorado	Fort Smith	Hot Springs	Mena	Paragould
Fayetteville	Harrison	Jonesboro	Monticello	Pine Bluff
				Russellville

**CAUTION:** Failure to obtain benefits, concealment of material facts, or failure to report earnings for the purpose of obtaining or increasing Unemployment Insurance Payments, are violations of criminal laws and lead to prosecution.

**ARKANSAS Division of WORKFORCE SERVICES**

\* Services are delivered through a third-party contractor and are not provided on-site. \*  
Call: Call us! Things don't happen by magic when asking others to pay you. \*  
\* Arkansas Unemployment Insurance Services available through your local office. \* \* \*  
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**ARKANSAS**  
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**808-ALLC**

**80825**

**Patriot Poster Company**  
1-800-255-3036  
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