

Filed for intro on 01/17/2002  
HOUSE BILL 2245 By  
Sharp

SENATE BILL 2308  
By Fowler

AN ACT to amend Tennessee Code Annotated, Section 4-21-408,  
relative to maternity leave.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 4-21-408(b)(1), is amended by deleting the language "three (3) months' advance notice" and by substituting instead the language "ninety (90) days' advance notice, unless extenuating circumstances are present as provided in subdivision (b)(2),".

SECTION 2. Tennessee Code Annotated, Section 4-21-408(b)(2), is amended by deleting the subdivision and by substituting instead the following as a new subsection:

(2) A female employee who is prevented from giving ninety (90) days' advance notice because of a medical emergency or other extenuating circumstances which necessitates that maternity leave begin earlier than originally anticipated shall not forfeit her rights and benefits under this section solely because of her failure to give ninety (90) days' advance notice.

SECTION 3. This act shall take effect July 1, 2002, the public welfare requiring it and shall apply to female employees taking maternity leave after such date.