

SENATE BILL 1141

By Kyle

AN ACT to amend Tennessee Code Annotated, Title 4, Chapter 21 and Title 50, relative to leave from employment for adoption, pregnancy, childbirth, or nursing an infant.

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

SECTION 1. Tennessee Code Annotated, Section 4-21-408(c)(1), is amended by deleting the first sentence of the subdivision and substituting instead the following language:

Six (6) weeks of the four (4) months of leave must be with pay, the remaining weeks of the four (4) month period may be with or without pay at the discretion of the employer.

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

(2) Apply to any employer who employs fewer than one hundred (100) full-time employees on a permanent basis at the job site or location; provided, however, the requirement that six (6) weeks of the four (4) months of leave be with pay shall apply to all employers in this state, regardless of the number of employees the employer employs; or

SECTION 3. Tennessee Code Annotated, Section 4-21-408(e), is amended by deleting the subsection and substituting instead the following:

(e) This section shall be included in the next employee handbook published by the employer after May 27, 2005, and any changes to this section that are enacted by the General Assembly shall be included in the next employee handbook published by the employer after the effective date of the public chapter that includes the change.

SECTION 4. This act shall take effect upon becoming a law, the public welfare requiring
it.