

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL MEMORANDUM

SB 2328 – HB 2613

April 5, 2018

SUMMARY OF ORIGINAL BILL: Prohibits public and private employers from requiring an employee or prospective employee to execute a non-disclosure agreement with respect to sexual harassment in the workplace as a condition of employment.

FISCAL IMPACT OF ORIGINAL BILL:

NOT SIGNIFICANT

SUMMARY OF AMENDMENT (015306): Deletes all language after the enacting clause such that the only substantive changes are as follows: (1) establishes any employee injured as a result of a violation has the same rights and remedies available to employees under Tenn. Code Ann. § 50-1-304; and (2) establishes that the proposed legislation is applicable to agreements executed or renewed on or after the date the proposed legislation becomes law.

FISCAL IMPACT OF BILL WITH PROPOSED AMENDMENT:

Unchanged from the original fiscal note.

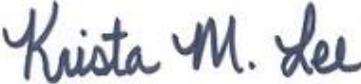
Assumptions for the bill as amended:

- Based on the information provided by the Department of Labor and Workforce Development and the Department of Human Resources, prohibiting public and private employers from requiring an employee to execute such non-disclosure agreement as a condition of employment and establishing any employee injured as a result of a violation has the same rights and remedies available to employees under Tenn. Code Ann. § 50-1-304 will not impact the operations of the departments.
- Any fiscal impact to state or local government as a result of this proposed legislation is estimated to be not significant.

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.



Krista M. Lee, Executive Director

/rbp