

TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE



FISCAL MEMORANDUM

HB 108 - SB 379

March 6, 2019

**SUMMARY OF ORIGINAL BILL:** Authorizes an attorney representing a local government to seek an injunction against a person who commits harassment against an employee of the local government.

FISCAL IMPACT OF ORIGINAL BILL:

NOT SIGNIFICANT

**SUMMARY OF AMENDMENT (005183):** Deletes and rewrites all language after the enacting clause such that the only substantive change would specify such action can only be taken for instances occurring in connection with the employee's status as a local government employee.

**FISCAL IMPACT OF BILL WITH PROPOSED AMENDMENT:**

**Unchanged from the original fiscal note.**

Assumptions for the bill as amended:

- Tenn. Code Ann. § 20-14-102 authorizes any employer or employee to seek an injunction if they have suffered an assault, aggravated assault, stalking, intimidation, or extortion from any individual occurring in the workplace.
- The proposed legislation would authorize injunctions to be filed if a local government employee is subjected to two or more direct communications or physical touching which serve no legitimate purpose and could be considered alarming, threatening, intimidating, abusive, and emotionally distressing; and could interfere with the performance of the employee's duties.
- Authorizing injunctions to be filed against persons harassing local government employees is not anticipated to result in a significant increase in the number of injunctions filed within the court system; therefore, any fiscal impact to state or local government 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.

Handwritten signature of Krista Lee Carsner in black ink.

Krista Lee Carsner, Executive Director

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