

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL MEMORANDUM

HB 856 - SB 815

March 11, 2019

SUMMARY OF ORIGINAL BILL: Adds private employers to the definition of “employer” for the purpose of the Healthy Workplace Act.

FISCAL IMPACT OF ORIGINAL BILL:

NOT SIGNIFICANT

IMPACT TO COMMERCE OF ORIGINAL BILL:

NOT SIGNIFICANT

SUMMARY OF AMENDMENT (005595): Deletes and rewrites all language after the enacting clause such that the only substantive change is to specify that nothing in the legislation creates a cause of action against an employer who does not adopt the model policy created by TACIR or a policy conforming to the requirements in Tenn. Code Ann. § 50-1-503(b).

FISCAL IMPACT OF BILL WITH PROPOSED AMENDMENT:

Unchanged from the original fiscal note.

Assumptions for the bill as amended:

- Tenn. Code Ann. § 50-1-503 requires the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) to create a model policy to prevent abusive conduct in the workplace.
- Tenn. Code Ann. § 50-1-504 provides immunity to employers that adopt the model policy created by TACIR.
- Any additional cost for TACIR to provide copies of the model policy to private employers is estimated to be not significant for it is assumed submittal of such policy can be accomplished by electronic means. Therefore, any impact to TACIR is estimated to be not significant.
- Adding private employers to the Healthy Workplace Act will not result in any significant impact to state or local government.

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IMPACT TO COMMERCE WITH PROPOSED AMENDMENT:

Unchanged from the original fiscal note.

Assumption for the bill as amended:

- The provisions of the legislation will not have any significant impact on commerce or jobs in Tennessee.

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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