



March 11, 2020

SUMMARY OF ORIGINAL BILL: Encourages employers in Tennessee to provide a paid day off each Veteran's Day for all employees of the employer who are veterans.

FISCAL IMPACT OF ORIGINAL BILL:

NOT SIGNIFICANT

SUMMARY OF AMENDMENT (016840): Deletes and rewrites all language after the enacting clause such that the only substantive changes require an employer to allow a veteran to have the entirety of Veterans Day off as a non-paid holiday if a veteran employee provides the employer with at least one-month's written notice of such employee's intent to take a non-paid holiday on Veterans Day, such employee provides the employers with proof of veteran status, and the veteran's absence on that day will not impact public health or safety, or cause the employer significant economic or operations disruption as determined by the Department of Labor and Workforce Development. Specifies that this legislation does not prohibit an employee from allowing the employer's veteran employees to have the entirety of Veteran's day as a paid holiday.

FISCAL IMPACT OF BILL WITH PROPOSED AMENDMENT:

Unchanged from the original fiscal note.

Assumptions for the bill as amended:

- Based on information provided by the Department of Human Resources, state employees currently receive a paid day off for Veteran's Day, so this legislation will have no significant impact to state government.
- It is assumed that the majority of local government agencies currently provide a paid day off to their veteran employees on Veterans' Day.
- It is assumed that any local government agency that cannot offer their veteran employees a non-paid day off on Veterans' Day due to necessity or essentiality, will utilize such veteran employees during such holiday.
- This legislation will have no significant impact on state or local government.

CERTIFICATION:

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

A handwritten signature in black ink that reads "Krista Lee Carsner". The signature is written in a cursive, flowing style.

Krista Lee Carsner, Executive Director

/jdb