

2017 TN AFL-CIO Top Bills

SB127/HB54

GOVERNMENT REGULATION: Discriminatory actions by government against business.

Sponsors: Sen. Green, Mark , Rep. Zachary, Jason
Summary: Prohibits state and local governments from taking discriminatory action against a business based on the business's internal policies.
Amendment Summary: Senate amendment 1 (003286) makes a technical correction and specifies that this bill prohibits state and local governments from taking discriminatory action against a business on the basis of the business's internal policies that are in compliance with state and federal law. Senate amendment 2 (003814) adds language to the original bill to expand the prohibition of state and local governments from taking discriminatory action against a business on the basis of personnel and employee benefit policies of the business entity that are in compliance with federal law.
Fiscal Note: (Dated February 6, 2017) Other Fiscal Impact – To the extent a business contracts with or receives a grant from a state or local government entity and adopts a policy in compliance with state law but out of compliance with federal law, federal funds may be withheld. The extent of any potential federal withholding is based on multiple unknown factors and cannot be reasonably determined.
Intro Dates: S: 01/30/17, H: 01/30/17
Senate Status: 02/23/17 - Set for Senate State & Local Government Committee 02/28/17.
House Status: 02/15/17 - Referred to House State Government Subcommittee.

SB209/HB165

LABOR LAW: Veteran hiring preferences.

Sponsors: Sen. Green, Mark , Rep. Pitts, Joe
Summary: Authorizes private employers to give hiring preference to honorably discharged veterans, spouses of a veteran with a service-connected disability, unremarried widows or widowers of a veteran who died of a service-connected disability, and unremarried widows or widowers of a member of the military who died in the line of duty.
Fiscal Note: (Dated February 5, 2017) NOT SIGNIFICANT
Intro Dates: S: 02/01/17, H: 02/01/17
Senate Status: 02/23/17 - Set for Senate Commerce & Labor Committee 02/28/17.
House Status: 02/23/17 - Set for House Consumer & Human Resources Committee 03/01/17.

SB262/HB180

LOCAL GOVERNMENT: Local government requirements on employee scheduling.

Sponsors: Sen. Johnson, Jack , Rep. Lynn, Susan
Summary: Prohibits a local government from adopting or enforcing any ordinance, regulation, resolution, policy, or any other legal requirement that regulates or imposes a requirement upon an employer pertaining to employee scheduling.
Amendment Summary: Senate Commerce & Labor Committee Amendment 1 (003719) adds language to the original bill that clarifies local governments may regulate or impose a requirement upon an employer pertaining to employee scheduling when necessary to avoid creating a public or private nuisance.
Fiscal Note: (Dated February 6, 2017) NOT SIGNIFICANT
Intro Dates: S: 02/01/17, H: 02/01/17
Senate Status: 02/23/17 - Senate deferred to 02/27/17.
House Status: 02/17/17 - Referred to House Consumer & Human Resources Subcommittee.

SB332/HB419

LABOR LAW: Changes to requirements for employees to leave premises upon ceasing work.

Sponsors: Sen. Johnson, Jack , Rep. Eldridge, Jimmy
Summary: Decreases the amount of time that an employee has to leave the employer's premises from the time the employee ceased working for the employer from 12 hours to 10 hours. Broadly captioned.
Fiscal Note: (Dated February 17, 2017) NOT SIGNIFICANT
Intro Dates: S: 02/06/17, H: 02/06/17
Senate Status: 02/08/17 - Referred to Senate Commerce & Labor Committee.
House Status: 02/08/17 - Referred to House Consumer & Human Resources Subcommittee.

SB404/HB356 EDUCATION: Payroll deduction of dues to professional employees' organizations.

Sponsors: Sen. Gresham, Dolores , Rep. Dunn, Bill
Summary: Adds language that allows a local board of education to provide its professional employees payroll deduction for dues of professional employees' organizations, but does not require an LEA to do so. If an LEA makes available to its professional employees payroll deduction for the dues of one professional employees' organization, then the LEA shall make available to its professional employees payroll deduction for the dues of any professional organization; provided, that the requested deduction is made in writing from the professional employee. A professional employee who authorizes a deduction of dues of a professional employees' organization, may at any time, revoke the authorization for payroll deduction. If an LEA provides payroll deduction of dues of a professional employees' organization for its professional employees, then the LEA may withhold up to ten percent of the dues deducted for administrative expenses.
Intro Dates: S: 02/06/17, H: 02/02/17
Senate Status: 02/23/17 - Set for Senate Education Committee 03/01/17.
House Status: 02/07/17 - Referred to House Education Administration and Planning Subcommittee.

SB577/HB42 EDUCATION: Department of education bicycle safety curriculum.

Sponsors: Sen. Gresham, Dolores , Rep. Butt, Sheila
Summary: Urges the department of education to include the proper use and positioning of bicycle helmets in its pilot bicycle safety curriculum. Broadly captioned.
Fiscal Note: (Dated January 20, 2017) NOT SIGNIFICANT
Intro Dates: H: 01/30/17
Senate Status: 02/09/17 - Referred to Senate Education Committee.
House Status: 02/01/17 - Referred to House Education Instruction and Programs Subcommittee.

SB638/HB358 PUBLIC EMPLOYEES: TSEA dues cannot be automatically deducted from state employees' payroll.

Sponsors: Sen. Gardenhire, Todd , Rep. Sexton, Cameron
Summary: Removes provisions authorizing the Tennessee State Employees Association to automatically deduct association dues from the payroll of state employees.
Fiscal Note: (Dated February 16, 2017) NOT SIGNIFICANT
Intro Dates: S: 02/13/17, H: 02/02/17
Senate Status: 02/13/17 - Referred to Senate State & Local Government Committee.
House Status: 02/22/17 - House State Government Subcommittee deferred to 03/08/17.

SB646/HB977 EDUCATION: Eligibility for Tennessee Promise scholarship.

Sponsors: Sen. Massey, Becky , Rep. Calfee, Kent
Summary: Permits students enrolled in an apprentice training program to be eligible for the Tennessee Promise scholarship if they would otherwise meet all of the requirements for the scholarship.
Intro Dates: S: 02/13/17, H: 02/09/17
Senate Status: 02/13/17 - Referred to Senate Education Committee.
House Status: 02/15/17 - Referred to House Education Administration and Planning Subcommittee.

SB668/HB1387 LABOR LAW: Save Tennessee Call Center Jobs Act.

Sponsors: Sen. Harris, Lee , Rep. Jernigan, Darren
Summary: States that an employer who intends to relocate a call center or other such operating unit that comprises at least thirty percent of a call center from Tennessee to a foreign country has 120 days to notify the commissioner of labor and workforce development. Enforces that employers who violate this are subject to a civil penalty of up to \$10,000 for each day a violation occurs.
Intro Dates: S: 02/13/17, H: 02/09/17
Senate Status: 02/13/17 - Referred to Senate Commerce & Labor Committee.
House Status: 02/15/17 - Referred to House Consumer & Human Resources Subcommittee.

SB851/HB618 GOVERNMENT CONTRACTS: Hearing to determine the prevailing wage rate for state highway construction projects.

Sponsors: Sen. Briggs, Richard , Rep. Staples, Rick

Summary: Extends the period by which the prevailing wage commission is required to give notice of its determination after a hearing to determine the prevailing wage rate for state highway construction projects from 10 days to 14 days. Broadly captioned.

Fiscal Note: (Dated February 11, 2017) NOT SIGNIFICANT

Intro Dates: S: 02/09/17, H: 02/08/17

Senate Status: 02/13/17 - Referred to Senate State & Local Government Committee.

House Status: 02/17/17 - Referred to House State Government Subcommittee.

SB916/HB543 GOVERNMENT ORGANIZATION: Changes sunset period for the department of labor and workforce development.

Sponsors: Sen. Bell, Mike , Rep. Faison, Jeremy

Summary: Reduces sunset period for the department of labor and workforce development from June 30, 2019, to June 30, 2018.

Fiscal Note: (Dated February 8, 2017) NOT SIGNIFICANT

Intro Dates: S: 02/09/17, H: 02/08/17

Senate Status: 02/13/17 - Referred to Senate Government Operations Committee.

House Status: 02/14/17 - Referred to House Government Operations Committee.

SB948/HB1194 LABOR LAW: Voluntary Employee Retirement Accounts Program Act.

Sponsors: Sen. Yarbrow, Jeff , Rep. Hicks, Gary

Summary: Creates the voluntary employee retirement accounts program to provide a cost-effective group retirement program for employers in this state electing to participate in the program and employees. Permits a participating employer to elect to discontinue participation in accordance with program requirements. Establishes a special agency account in the state general fund to be known as the voluntary employee retirement accounts program fund. Requires the fund to include the individual retirement accounts of enrollees, which shall be accounted for as individual accounts. Specifies that moneys in the fund shall consist of moneys received from enrollees and participating employers pursuant to automatic payroll deductions and contributions to savings. Requires any fund balance remaining unexpended at the end of a fiscal year to be carried forward into the subsequent fiscal year. Requires the fund to be administered by the state treasurer. Also creates the voluntary employee retirement accounts board consisting of seven members. Specifies powers and duties of board. (14 pp.)

Intro Dates: S: 02/13/17, H: 02/09/17

Senate Status: 02/13/17 - Referred to Senate State & Local Government Committee.

House Status: 02/15/17 - Referred to House State Government Subcommittee.

SB959/HB792 LABOR LAW: Disqualification for unemployment benefits.

Sponsors: Sen. Tracy, Jim , Rep. Sparks, Mike

Summary: Includes conscious disregard for the rights or interests of the employer's business to the actions of the employee that may constitute misconduct and disqualify them from receiving unemployment benefits.

Intro Dates: S: 02/13/17, H: 02/09/17

Senate Status: 02/13/17 - Referred to Senate Commerce & Labor Committee.

House Status: 02/14/17 - Referred to House Consumer & Human Resources Subcommittee.

SB982/HB1346 LABOR LAW: Requires investigations of complaints under the general assembly's policy on workplace discrimination and harassment.

Sponsors: Sen. Harris, Lee , Rep. Camper, Karen

Summary: Requires the attorney general and reporter to conduct investigations of complaints under the general assembly's policy on workplace discrimination and harassment.

Intro Dates: S: 02/13/17, H: 02/09/17

Senate Status: 02/13/17 - Referred to Senate Judiciary Committee.

House Status: 02/21/17 - Referred to House State Government Subcommittee.

SB1029/HB834 LABOR LAW: Reasonable accommodation for any pregnant employee.

Sponsors: Sen. Yarbrow, Jeff , Rep. Jones, Sherry

Summary: Requires employers to make a reasonable accommodation for any pregnant employee upon request. Authorizes the employer to require medical documentation concerning a reasonable accommodation. Requires the employer to provide notice of a pregnant employee's right to a reasonable accommodation.

Intro Dates: S: 02/09/17, H: 02/09/17

Senate Status: 02/13/17 - Referred to Senate Commerce & Labor Committee.
House Status: 02/14/17 - Referred to House Consumer & Human Resources Subcommittee.

SB1094/HB1309 LABOR LAW: Notice to employee - rescinding of a previously approved 30-minute break waiver.

Sponsors: Sen. Kyle, Sara , Rep. Turner, Johnnie
Summary: Changes from seven days to 10 days the amount of notice that must be provided by an employer or employee specializing in food or beverage service of the rescinding of a previously approved 30-minute break waiver. Broadly captioned.
Fiscal Note: (Dated February 13, 2017) NOT SIGNIFICANT
Intro Dates: S: 02/09/17
Senate Status: 02/13/17 - Referred to Senate Commerce & Labor Committee.
House Status: 02/15/17 - Referred to House Consumer & Human Resources Subcommittee.

SB1095/HB129 LABOR LAW: Raising the minimum wage of tipped employees from \$2.13 to \$2.50.

Sponsors: Sen. Kyle, Sara , Rep. Thompson , Dwayne
Summary: Raises the minimum wage paid to tipped employees from \$2.13 to \$2.50 per hour. Authorizes an employer to take a tip credit toward its minimum wage obligations up to the amount permitted by federal law.
Intro Dates: S: 02/09/17, H: 02/01/17
Senate Status: 02/13/17 - Referred to Senate Commerce & Labor Committee.
House Status: 02/03/17 - Referred to House Consumer & Human Resources Subcommittee.

SB1105/HB477 LABOR LAW: Tennessee Pay Equality Transparency Act.

Sponsors: Sen. Kyle, Sara , Rep. Clemmons, John
Summary: Prohibits an employer from punitive actions against employees inquiring about the wages of other employees. Requires employers wishing to prohibit wage discussions to acquire a signed document from their employees that forfeits their right to such a discussion. Specifies that the bill does not require employers to disclose their wages to their employees.
Fiscal Note: (Dated February 21, 2017) NOT SIGNIFICANT
Intro Dates: S: 02/09/17
Senate Status: 02/13/17 - Referred to Senate Commerce & Labor Committee.
House Status: 02/14/17 - Referred to House Consumer & Human Resources Subcommittee.

SB1106/HB1246 LABOR LAW: Tennessee Pay Equality Act.

Sponsors: Sen. Kyle, Sara , Rep. Clemmons, John
Summary: Authorizes employees of a company from inquiring into the wages of their fellow employees. Prohibits employers from penalizing employees who do so. Prohibits employers from discriminating against an employee by providing lower wages simply because of their sex.
Intro Dates: S: 02/09/17
Senate Status: 02/13/17 - Referred to Senate Commerce & Labor Committee.
House Status: 02/15/17 - Referred to House Consumer & Human Resources Subcommittee.

SB1122/HB1060 LABOR LAW: Tennessee Minimum Wage Act.

Sponsors: Sen. Kyle, Sara , Rep. Deberry Jr., John
Summary: Establishes a minimum wage that increases annually on July 1. Provides a minimum wage for employees in the service industry who receive tips and employees that are compensated solely by gratuities. Authorizes the department of labor and workforce development to promulgate rules in compliance with federal law.
Intro Dates: S: 02/09/17
Senate Status: 02/13/17 - Referred to Senate Commerce & Labor Committee.
House Status: 02/15/17 - Referred to House Consumer & Human Resources Subcommittee.

SB1141/HB1184 LABOR LAW: Leave from employment for adoption, pregnancy, childbirth, or nursing an infant.

Sponsors: Sen. Kyle, Sara , Rep. Powell, Jason
Summary: Requires that all employers give their employees six weeks of paid leave for adoption, pregnancy, childbirth, or nursing an infant.

Intro Dates: S: 02/13/17
Senate Status: 02/13/17 - Referred to Senate Commerce & Labor Committee.
House Status: 02/15/17 - Referred to House Consumer & Human Resources Subcommittee.

SB1217/HB326 GOVERNMENT REGULATION: UAPA - rules that may constitute unreasonable restraints of trade.

Sponsors: Sen. Norris, Mark , Rep. Hawk, David
Summary: Authorizes commissioners and chief executive officers of administrative departments under which regulatory boards operate to review and either approve or veto rules that may constitute unreasonable restraints of trade.
Amendment Summary: Amendment 1 (003940) Senate Government Operations- Deletes and rewrites the original bill such that the only substantive change authorizes the Government Operations Committees of the House of Representatives and the Senate to conduct a hearing regarding any vetoed rule at a regularly-scheduled meeting of the Committees.
Fiscal Note: (Dated February 18, 2017) NOT SIGNIFICANT
Intro Dates: S: 02/13/17, H: 02/02/17
Senate Status: 02/23/17 - Set for Senate Government Operations Committee 03/01/17.
House Status: 02/22/17 - House Government Operations Committee deferred to 03/08/17 after adopting amendment 1 (003940).

SB1313/HB1391 ECONOMIC DEVELOPMENT: Establishes the office of apprenticeship and work-study programs.

Sponsors: Sen. Yarbro, Jeff , Rep. Jernigan, Darren
Summary: Establishes the office of apprenticeship and work-study programs within the department of economic and community development. Specifies the following functions and duties of the program: (1) Promote federally certified apprenticeship and work-study programs to assist industries that have needs for such programs, either through traditional apprenticeship programs administered by the department, work-study programs administered by the department of education; (2) Establish industry consortiums in which the apprenticeship and work-study programs are organized by industry, and where companies can participate to best meet their individual needs; (3) Maintain complete and consistent program data on the number of persons placed in apprenticeship and work-study programs established under this bill. Provides a tax credit to entities that participate in the programs and reinstates certain apprenticeship programs for certain professional boards and commissions.
Intro Dates: S: 02/13/17
Senate Status: 02/13/17 - Referred to Senate Government Operations Committee.
House Status: 02/17/17 - Referred to House State Government Subcommittee.

SB1411/HB80 LABOR LAW: TN Minimum Wage Act.

Sponsors: Sen. Kyle, Sara , Rep. Hardaway, G.A.
Summary: Enacts the "Tennessee Minimum Wage Act." Establishes a minimum wage of \$15.00 as of July 1, 2017. Provides a minimum wage for employees in the service industry who receive tips and employees that are compensated solely by gratuities. Defines a "service or tipped employee" to mean any employee engaged in an occupation which the employee customarily and regularly receives more than \$30.00 a month in tips. Authorizes the department of labor and workforce development to promulgate rules in compliance with federal law.
Intro Dates: S: 02/13/17, H: 01/30/17
Senate Status: 02/13/17 - Referred to Senate Commerce & Labor Committee.
House Status: 02/01/17 - Referred to House Consumer & Human Resources Subcommittee.

SB1421/HB1329 LABOR LAW: Wage theft.

Sponsors: Sen. Harris, Lee , Rep. Stewart, Mike
Summary: Amends language that requires an employer who fails to pay the full wages due and owed to an employee, to pay the employee the unpaid wages due, including any interest, and an additional amount equal to two (2) times the unpaid wages due. Allows an employee to file a complaint with the department of labor and workforce development, upon filing a complaint, the department shall investigate whether the employee is entitled to remedies. Adds language to the "Tennessee Wage Protection Act" to specify that "The general assembly finds as a matter of public policy that it is necessary to declare the theft of wages and the denial of fair compensation for work completed to be against the laws and policies of this state. An employee who is the victim of theft of wages or the denial of fair compensation may seek redress pursuant to § 50-2-103."

Intro Dates: S: 02/13/17
Senate Status: 02/13/17 - Referred to Senate Commerce & Labor Committee.
House Status: 02/15/17 - Referred to House Consumer & Human Resources Subcommittee.

HB115 PUBLIC EMPLOYEES: Certain prohibitions of payroll deductions of public employees.

Sponsors: Rep. Alexander, David
Summary: Prohibits a state agency or local government from deducting and remitting from an employee's payroll any dues of an employee association.

Intro Dates: H: 01/30/17
House Status: 02/02/17 - Withdrawn in House.

HB1311 LABOR LAW: Minimum wage for the state.

Sponsors: Rep. Turner, Johnnie
Summary: Adds new language requiring the commissioner of labor and workforce development to set the minimum hourly wage rate by which each employer must pay its employees. The minimum hourly wage rate shall not be less than ten dollars and ten cents (\$10.10) per hour, and must be adjusted annually by the commissioner to reflect any inflation in accordance with the consumer price index. Finds that any employer violating this law to be liable to pay the difference between the wages paid to the employee and wages owed. Amends language to require that all blind persons employed in this state whose salary is paid by the state shall be paid no less than the federal minimum wage as provided by the federal Fair Labor Standards Act of 1938, or the minimum hourly wage rate as set pursuant to this bill, whichever is greater.

House Status: 02/15/17 - Referred to House Consumer & Human Resources Subcommittee.