

HOUSE BILL 208

By White M

AN ACT to amend Tennessee Code Annotated, Title 4; Title 5; Title 6; Title 7; Title 8; Title 12, Chapter 4 and Title 50, Chapter 2, relative to wage regulation.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. This act shall be known and may be cited as the "Tennessee Wage Protection Act".

SECTION 2. Tennessee Code Annotated, Title 50, Chapter 2, Part 1, is amended by adding the following language as a new section:

50-2-112.

(a) 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 polices of this state.

(b) Employers and employees alike benefit from consistent and established standards of wage theft regulation. Existing federal and state laws, including, but not limited to, the Fair Labor Standards Act; the Davis-Bacon Act; the McNamara-O'Hara Service Contract Act; the Migrant and Seasonal Agricultural Protection Act; the Contract Work Hours and Safety Standards Act; and the Copeland Anti-Kickback Act; and title 50, chapter 2, seek to protect employees from predatory and unfair wage practices while also providing appropriate due process to employers.

(c) A county, municipality, or political subdivision of the state shall not adopt or maintain in effect any law, ordinance, or rule that creates requirements, regulations, or processes for the purpose of addressing wage theft. Any additional wage theft

ordinance or regulation that exceeds the designated state and federal laws in subsection (b) of this section shall be explicitly preempted by the state.

SECTION 3. This act shall take effect upon becoming a law, the public welfare requiring it.