

HOUSE BILL 598

By Casada

AN ACT to amend Tennessee Code Annotated, Title 4, Chapter 21, Part 1; Title 5; Title 6 and Title 7, relative to local government authority in the area of civil rights, health insurance benefits, minimum wages, or leave from employment.

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 "Equal Access to Intrastate Commerce Act."

SECTION 2. Tennessee Code Annotated, Section 4-21-102, is amended by adding the following language as a new, appropriately designated subdivision:

( ) "Sex" means and refers only to the designation of an individual person as male or female as indicated on the individual's birth certificate.

SECTION 3. Tennessee Code Annotated, Title 7, Chapter 51, is amended by adding the following language as a new part 18:

7-51-1801. As used in the part, the term:

- (1) "County" includes any county having a metropolitan form of government; and
- (2) "Local government" means a municipality or county.

7-51-1802.

(a)

(1) No local government shall by ordinance, resolution, or any other means impose on or make applicable to any person an anti-discrimination practice, standard, definition, or provision that shall deviate from, modify, supplement, add to, change, or vary in any manner from:

(A) The definition of "discriminatory practices" in § 4-21-102 or deviate from, modify, supplement, add to change, or vary

any term used in such definition and also defined in such section;  
or

(B) Other types of discrimination recognized by state law  
but only to the extent recognized by the state.

(2) Any such practice, standard, definition, or provision imposed or made  
applicable to any person by a local government prior to the effective date of this  
act shall be null and void.

(b) No local government shall by ordinance, resolution, or any other means  
impose on or make applicable to any person an employment practice, standard,  
definition, or provision which imposes or mandates health insurance benefits, a minimum  
wage, or family leave requirements such as those authorized pursuant to § 4-21-408 that  
deviates from, modifies, supplements, adds to, changes, or varies in any manner from  
state or federal statutorily imposed or recognized requirements.

(c) Subsections (a) and (b) shall not apply with respect to  
employees of a local government.

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