

HOUSE BILL 1554

By Slater

AN ACT to amend Tennessee Code Annotated, Title 3;
Title 8; Title 16 and Title 50, relative to leave for
state employees.

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

SECTION 1. Tennessee Code Annotated, Title 8, Chapter 50, Part 8, is amended by
adding the following new section:

(a)

(1) Except as otherwise provided in this section, in addition to leave granted under §§ 8-50-801, 8-50-802, and 8-50-806, an eligible employee must be granted absence from work with pay for a period of time equal to six (6) workweeks if the eligible employee becomes the foster parent of a minor child.

(2) Leave granted pursuant to this subsection (a) must not be granted more than one (1) time per employee even if the employee fosters more than one (1) minor child.

(3) If both foster care parents are eligible employees, then only one (1) parent may be granted leave under this subsection (a).

(4) If a foster care parent uses only a fraction of the leave granted under this subsection (a) for a foster child, then the parent cannot use the balance of leave for fostering a subsequent child.

(5) The employee shall give to the appropriate appointing authority notice of becoming a foster parent of not less than thirty (30) days. If the eligible employee learns of becoming a foster parent less than thirty (30) days in

advance, then the employee must give the notice as soon as reasonably possible.

(b) Leave used by an eligible employee pursuant to this section must not be charged against any sick, annual, or other leave the employee may have accumulated.

(c) Leave granted pursuant to this section must count toward the eligible employee's use of leave required to be given by this state as an employer under the federal Family and Medical Leave Act (29 U.S.C. § 2601 et seq.) and § 4-21-408.

(d) The division of benefits administration within the department of finance and administration, in coordination with the departments of human resources and children's services, shall establish the policies and process for implementing this section with regard to executive branch agencies. With regard to nonexecutive branch agencies, the equivalent of the agency's human resources office shall establish the policies and process for implementing this section as appropriate.

(e) As used in this section, "eligible employee" means an employee who has been employed full time with the state for at least twelve (12) consecutive months with any entity described in §§ 8-30-102(a), 8-30-102(b)(2), 8-30-102(b)(6)-(7), 8-30-102(b)(9), and 8-30-102(b)(10)-(13).

SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it, and applies to each eligible employee who qualifies for leave under this act on or after July 1, 2023.