

HOUSE BILL 1948

By Clemmons

AN ACT to amend Tennessee Code Annotated, Title 50,
relative to the Tennessee Pay Equality
Transparency Act.

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

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

(a) An employer shall not:

(1) Prohibit an employee from disclosing or discussing the amount of the
employee's wages or the wages of another employee of the employer that has
been disclosed voluntarily by the other employee;

(2) Prohibit an employee from inquiring about the wages of another
employee of the employer;

(3) Require an employee to sign a waiver or document that denies the
employee of the employee's right to disclose or discuss the amount of the
employee's wages or the wages of another employee of the employer that has
been disclosed voluntarily by the other employee;

(4) Require an employee to sign a waiver or other such document that
denies the employee of the employee's right to inquire about the wages of
another employee of the employer;

(5) Discharge, discipline, discriminate against, retaliate against, or
otherwise penalize an employee who discloses or discusses the amount of the
employee's wages or the wages of another employee of the employer that has
been disclosed voluntarily by the employee; or

(6) Discharge, discipline, discriminate against, retaliate against, or otherwise penalize any employee who inquires about the wages of another employee of the employer.

(b) Nothing in this section shall require an employer or employee to disclose the amount of wages paid to an employee.

(c) An action to redress a violation of subsection (a) may be maintained in any court of competent jurisdiction by one (1) or more employees. An employer who violates subsection (a) may be found liable for compensatory damages, attorney's fees and costs, punitive damages, and such legal and equitable relief as the court deems just and proper.

(d) No action shall be brought for a violation of subsection (a) except within two (2) years after the violation.

SECTION 2. This act shall take effect upon becoming a law, the public welfare requiring it.