



State of Tennessee

PUBLIC CHAPTER NO. 214

HOUSE BILL NO. 856

By Representatives Parkinson, Bricken, Camper, White

Substituted for: Senate Bill No. 815

By Senators Akbari, Gilmore, Yarbro

AN ACT to amend Tennessee Code Annotated, Title 50, Chapter 1, relative to employment.

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

SECTION 1. Tennessee Code Annotated, Section 50-1-502, is amended by deleting subdivision (3) and substituting instead the following:

(3) "Employer" means a private employer and a state or local governmental entity.

SECTION 2. Tennessee Code Annotated, Section 50-1-504, is amended by deleting the section and substituting instead the following:

(a) Notwithstanding § 29-20-205, if an employer adopts the model policy created by TACIR pursuant to § 50-1-503(a) or adopts a policy that conforms to the requirements set out in § 50-1-503(b), then the employer is immune from suit for any employee's abusive conduct that results in negligent or intentional infliction of mental anguish. Nothing in this section limits the personal liability of an employee for any abusive conduct in the workplace.

(b) Nothing in this section creates a cause of action against an employer who does not adopt the model policy created by TACIR pursuant to § 50-1-503(a) or adopt a policy conforming to the requirements set out in § 50-1-503(b).

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

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PASSED: April 8, 2019


GLEN CASADA, SPEAKER
HOUSE OF REPRESENTATIVES


RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 23rd day of April 2019


BILL LEE, GOVERNOR