

SB 361 – HB 532

FISCAL NOTE



Fiscal Review Committee
Tennessee General Assembly

March 13, 2025

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SUMMARY OF BILL: Requires employers of unemancipated minors to report suspected child sexual abuse or attempted abuse occurring during employment or on the employer's premises within 24 hours to the minor's parent and document the incident in the minor's employment file. Adds to existing obligations for individuals to report suspected child abuse or neglect to authorities and mandates reporting of suspected child sexual abuse to the Department of Children's Services (DCS). Applies universally to all employers of unemancipated minors, overriding exemptions that previously limited child labor regulations in certain situations. Imposes penalties of \$1,000 for a first violation and \$2,000 for subsequent violations, with fines payable to the Tennessee Commissioner of Labor and Workforce Development (DLWD).

FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- The proposed legislation applies only to unemancipated minors, affecting a small segment of the workforce, which limits its overall impact.
- The legislation does not create new programs, allocate funding, or expand enforcement responsibilities. The DLWD and DCS can investigate and enforce these provisions without additional personnel or funding.
- Violations are expected to occur rarely, resulting in minimal enforcement efforts and fines collected.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumptions:

- It is assumed that all employers have the capability fulfill the required reporting and any fines paid to DWLD for violations will not be significant.
- The provisions of the proposed legislation will not result in a significant impact to commerce or jobs in Tennessee.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Bojan Savic". The signature is written in a cursive, flowing style.

Bojan Savic, Executive Director