

HOUSE BILL 1321

By Eldridge

AN ACT to amend Tennessee Code Annotated, Title 4;
Title 8; Title 47 and Title 50, relative to
employment.

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

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

50-1-1101. Short title.

This part shall be known and may be cited as the "Employee Vehicle Privacy Act."

50-1-1102. Definitions.

(1) "Applicant" means an individual who has applied for employment with an employer; and

(2) "Employer" means a person or entity that employs one (1) or more employees and includes the state and its political subdivisions and an agent, representative, or designee of the employer.

50-1-1103. Prohibited actions by employers.

(a) An employer shall not require an applicant for employment to sign any document that requires the applicant to consent to the employer searching the employee's personal vehicle as a condition for employment.

(b) An employer shall not require an employee to sign any document that requires the employee to consent to the employer searching the employee's personal vehicle as a condition for continued employment.

(c) An employer who violates this section commits a Class C misdemeanor.

SECTION 2. The headings to sections in this act are for reference purposes only and do not constitute a part of the law enacted by this act. However, the Tennessee Code Commission is requested to include the headings in any compilation or publication containing this act.

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