



State of Tennessee

PUBLIC CHAPTER NO. 623

HOUSE BILL NO. 2110

By Representatives Boyd, Sherrell, Todd

Substituted for: Senate Bill No. 2027

By Senators Reeves, Yager, Bailey, Bowling, Hensley, Jackson, Massey, Rose, Stevens

AN ACT to amend Tennessee Code Annotated, Title 50, relative to wage regulations.

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 as a new section:

50-2-115.

As used in this chapter, "work":

(1) Has the same meaning as interpreted by the United States supreme court for purposes of the Fair Labor Standards Act (29 U.S.C. § 201 et seq.) and the Portal-to-Portal Act of 1947 (29 U.S.C. § 251 et seq.); and

(2) Does not include the time that an employee spends on:

(A) Walking, riding, or traveling to and from the actual place of performance of the principal activity or activities that the employee is employed to perform;

(B) Activities that are preliminary to or postliminary to the principal activity; or

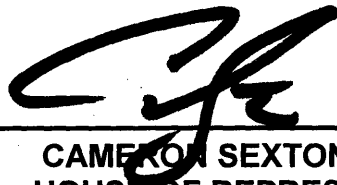
(C) Activities that require insubstantial or insignificant periods of time beyond the employee's scheduled working hours.

SECTION 2. Tennessee Code Annotated, Section 50-2-113(c), is amended by deleting "the Fair Labor Standards Act (29 U.S.C. § 201 et seq.), the Davis-Bacon Act (40 U.S.C. § 3141 et seq.)," and substituting "the Fair Labor Standards Act (29 U.S.C. § 201 et seq.), the Portal-to-Portal Act of 1947 (29 U.S.C. § 251 et seq.), the Davis-Bacon Act (40 U.S.C. § 3141 et seq.),".

SECTION 3. This act takes effect July 1, 2024, the public welfare requiring it.

HOUSE BILL NO. 2110

PASSED: March 7, 2024



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 27th day of March 2024



BILL LEE, GOVERNOR