

HOUSE BILL 2333

By Cooper

AN ACT to amend Tennessee Code Annotated, Title 50,
relative to retaliatory discharge concerning
workers' compensation claims.

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

SECTION 1. Tennessee Code Annotated, Title 50, Chapter 6, Part 1, is amended by adding the following as a new section:

(a) In addition to any relief provided by § 50-1-304, no employer or other person shall discharge an employee if the discharge is motivated to any extent by knowledge or belief that the employee intends to file or has filed a claim under this chapter or has testified or is about to testify in any proceeding under this chapter. The discharge of a person who has filed a fraudulent claim is not a violation of this section.

(b) The employee may bring an action in any court of competent jurisdiction over the employer or other person who allegedly discharged the employee in violation of this section. The court shall have jurisdiction, for cause shown, to restrain violations and order appropriate relief, including actual damages and attorney fees to successful claimants and the rehiring or reinstatement of the employee, with back pay plus interest at the judgment rates as provided in § 47-14-121.

SECTION 2. This act shall take effect July 1, 2018, the public welfare requiring it. It shall apply to causes of action arising on or after July 1, 2018.