

HOUSE BILL 9051

By Ragan

AN ACT to amend Tennessee Code Annotated, Title 4,
Chapter 21, Part 4, relative to unpaid leave.

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

SECTION 1. Tennessee Code Annotated, Section 4-21-401, is amended by adding the following as new subsections:

(e) As used in this section:

(1) "COVID-19" means the novel coronavirus, SARS-CoV-2, and coronavirus disease 2019, including a mutation of the novel coronavirus, SARS-CoV-2, and coronavirus disease 2019; and

(2) "Discharge" includes an employer's action of placing an employee on involuntary unpaid leave or unpaid leave of absence from employment without a reasonable and publicly announced expectation of return to fully compensated employment status within a reasonable time.

(f) For the purposes of this section, an employer's action of placing an employee on involuntary unpaid leave or unpaid leave of absence from employment is not a reasonable accommodation to an employee's request, for religious or medical reasons, to be exempt from a requirement to obtain vaccination or immunization for COVID-19.

SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it.