

SENATE BILL 1308

By Hensley

AN ACT to amend Tennessee Code Annotated, Title 4;  
Title 5; Title 6; Title 7; Title 8; Title 50 and Title 68,  
relative to employment.

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

SECTION 1. Tennessee Code Annotated, Title 50, Chapter 1, Part 2, is amended by adding the following as a new section:

(a) As used in this section:

(1) "Adverse action" means to discharge, threaten, or otherwise discriminate against an employee in a manner that affects the employee's employment, including compensation, terms, conditions, location, rights, immunities, promotions, or privileges;

(2) "Employer" means a private employer or a state or local governmental entity; and

(3) "Governmental entity" means any political subdivision of this state or any municipality, metropolitan government, county, or airport authority.

(b) An employer shall not:

(1) Require an employee to receive an immunization or vaccination for COVID-19 against the will of the employee as a condition of maintaining employment; or

(2) Take adverse action against an employee who refuses to receive an immunization or vaccination for COVID-19 against the will of the employee.

SECTION 2. Tennessee Code Annotated, Section 50-3-106(10), is amended by deleting ", except where the medical examination, immunization or treatment is necessary for the protection of the health or safety of others".

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