



State of Tennessee

PUBLIC CHAPTER NO. 854

HOUSE BILL NO. 2733

By Representatives Windle, Cooper, Hardaway, Carr, Todd, Ragan, Littleton, Hazlewood, Hawk, Doggett, Sherrell, Keisling, Cepicky, Moody, Helton, Powers, Eldridge

Substituted for: Senate Bill No. 2879

By Senators Bailey, Yager, Crowe, Niceley, Reeves, Rose

AN ACT to amend Tennessee Code Annotated, Title 8; Title 15; Title 50 and Title 58, relative to Veterans' Day.

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

SECTION 1. Tennessee Code Annotated, Title 15, Chapter 1, is amended by adding the following as a new section:

(a) As used in this section:

(1) "Employee" means a natural person who performs services for an employer for valuable consideration, and does not include a self-employed independent contractor;

(2) "Employer" means a person or entity that employs one (1) or more employees, and includes the state and its political subdivisions; and

(3) "Veteran" means a former member of the armed forces of the United States, or a former or current member of a reserve or Tennessee national guard unit who was called into active military service of the United States, as defined in § 58-1-102.

(b) An employer shall allow the employer's veteran employees to have the entirety of November 11, Veterans' Day, as a non-paid holiday if:

(1) The veteran employee provides the employer with at least one-month's written notice of the veteran employee's intent to have the entirety of that day as a non-paid holiday;

(2) The veteran employee provides the employer with proof of veteran status, which may include, but is not limited to, a DD Form 214 or other comparable certificate of discharge from the armed forces; and

(3) The veteran employee's absence, either alone or in combination with other veteran employee's absences, on that day will not impact public health or safety, or cause the employer significant economic or operational disruption as determined by the employer in the employer's sole discretion.

(c) This section does not prohibit an employer from allowing the employer's veteran employees to have the entirety of Veterans Day as a paid holiday.

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

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PASSED: April 7, 2022



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 20th day of April 2022



BILL LEE, GOVERNOR