

HOUSE BILL 2685

By Hill

AN ACT to amend Tennessee Code Annotated, Section 4-21-401, relative to employment practices.

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 at the end the following as a new subsection:

(c)

(1) The state of Tennessee recognizes that safety and training requirements must be understood by all employees. Notwithstanding this chapter or title 50, it shall not be an unlawful employment practice for an employer to require an employee to speak, or an applicant for employment to agree to speak, English while engaged in work if such requirement is based on business or safe workplace necessity and the employer provides notice to employees of the requirement and the consequences of violating the requirement.

(2)

(A) An individual shall not be considered to be engaged in work under subdivision (c)(1) during a bona fide meal period, a rest period, or any other break, during which the individual is not required to perform any duties.

(B) In this subdivision (c)(2), the term "bona fide meal period" means such period, and the term "rest period" means such period, within the meaning of sections 785.19 of title 29, Code of Federal Regulations, or any corresponding similar regulation or ruling.

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