



State of Tennessee

HOUSE JOINT RESOLUTION NO. 585

By Representatives Windle, Powell, Gilmore, Clemmons, Hardaway

and

Senator Yager

A RESOLUTION to encourage employers to grant holiday time off on Veterans Day to their employees who are military veterans if they would otherwise be required to work on that day.

WHEREAS, our nation was conceived by individuals who were willing to sacrifice their personal safety and concerns to ensure our individual and collective freedom, and the Volunteer State is especially proud to be the home of so many valiant men and women who continued that time-honored tradition of volunteerism through service in the Armed Forces of the United States or membership in the Tennessee Guard; and

WHEREAS, the United States Congress has officially recognized the 11th of November in each year as a legal holiday to be known as Veterans Day, a day to honor American veterans for their patriotism, love of country, and willingness to serve and sacrifice for the common good; now, therefore,

BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES OF THE ONE HUNDRED NINTH GENERAL ASSEMBLY OF THE STATE OF TENNESSEE, THE SENATE CONCURRING, that we hereby encourage every employer in the State of Tennessee to provide each employee who is a veteran with holiday time off for Veterans Day, November 11, if the employee would otherwise be required to work on that day and providing time off would not impact public health or safety or cause the employer to experience significant economic or operational disruption.

BE IT FURTHER RESOLVED, such employees who are veterans are encouraged to provide their employer with at least one month's prior written notice of the employee's intent to take time off for Veterans Day and proof of military service with a federal certificate of release or discharge from active duty, or such similar federal document.

BE IT FURTHER RESOLVED, that employers who receive such written notices are encouraged to notify the employee within ten days prior to Veterans Day if the employee shall be provided time off on Veterans Day.

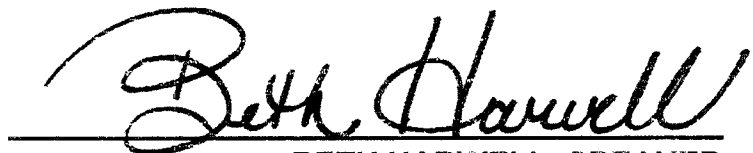
BE IT FURTHER RESOLVED, that for the purposes of this resolution "Armed Forces of the United States" means the Army, Navy, Air Force, Marine Corps, Coast Guard, Merchant Marine, Environmental Science Services Administration, and Public Health Service of the United States.

BE IT FURTHER RESOLVED, that for the purposes of this resolution, "veteran" means any person who served in the armed forces of the United States and has been discharged, or who is a member of the Tennessee Guard.

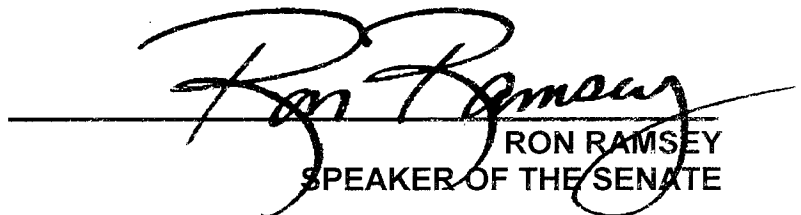
BE IT FURTHER RESOLVED, that an appropriate copy of this resolution be prepared for presentation with this final clause omitted from such copy.

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ADOPTED: April 6, 2016



BETH HARWELL, SPEAKER
HOUSE OF REPRESENTATIVES



RON RAMSEY
SPEAKER OF THE SENATE

APPROVED this 8th day of April 2016



BILL HASLAM, GOVERNOR