



State of Tennessee

PUBLIC CHAPTER NO. 907

HOUSE BILL NO. 2590

By Representatives Powell, Jones, Gilmore, Thompson, Turner

Substituted for: Senate Bill No. 2379

By Senators Yarbro, Briggs

AN ACT to amend Tennessee Code Annotated, Title 4; Title 8; Title 9, Chapter 4, Part 53; Title 10; Title 11; Title 12; Title 41; Title 50 and Title 54, relative to state government.

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

SECTION 1. Tennessee Code Annotated, Section 8-50-802(a)(4), is amended by deleting the subdivision and substituting instead the following:

(4)

(A) A state employee may use sick leave and annual leave, as described in § 8-50-801, for maternity or paternity leave for a period not to exceed the state employee's accumulated sick leave and annual leave balance, or twelve (12) weeks, whichever is less. In order to be eligible to use sick leave as maternity or paternity leave, the state employee must submit a written request therefor, together with a statement from the attending physician indicating the expected date of confinement, not later than the end of the fifth month of pregnancy.

(B) As used in this subdivision (a)(4):

(i) "Educator" has the same meaning as defined in § 49-5-204; and

(ii) "State employee" means any person who is a state official, including members of the general assembly, the attorney general and reporter, district attorneys general, state judges, district public defenders, educators, any person who is employed in the service of and whose compensation is payable by the state, or any person who is employed by the state whose compensation is paid in whole or in part from federal or other funds. "State employee" also means any person who is employed in the service of and whose compensation is payable by a public institution of higher education, or any person who is employed by a public institution of higher education whose compensation is paid in whole or in part from federal or other funds.

SECTION 2. Tennessee Code Annotated, Section 8-50-806, is amended by deleting the section and substituting instead the following:

Special leave shall be granted for a period of twelve (12) weeks to adoptive parents. Employees may use sick leave and annual leave for all or a portion of that twelve (12) weeks, not to exceed the employee's leave balance if the child is one (1) year old or less; in the event both parents are state employees, the aggregate of sick leave used for such purpose is limited to twelve (12) weeks. In order to be eligible for adoptive leave, the employee shall submit to the appointing authority a statement from a state-licensed child-placing agency verifying the adoption. Additional special leave may be granted at the discretion of the appointing authority not to exceed one (1) year. In the event the adoption process is not completed, the approval of leave pursuant to this section is rescinded. This section shall not apply in case of stepchild or adult adoption.

SECTION 3. Tennessee Code Annotated, Section 8-50-809(b), is amended by deleting the language "except those provisions which relate to annual/sick leave transfer, or sick leave

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reinstatement," and substituting instead "except for those provisions that relate to annual/sick leave transfer, sick leave reinstatement, or §§ 8-50-802(a)(4) and 8-50-806,".

SECTION 4. This act shall take effect July 1, 2018, the public welfare requiring it.

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PASSED: April 17, 2018

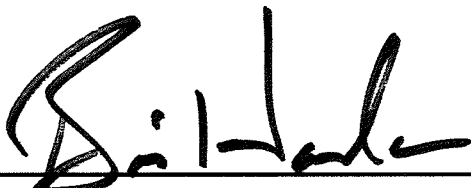


BETH HARWELL, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 3rd day of May 2018



BILL HASLAM, GOVERNOR