

HOUSE BILL 1506

By Keisling

AN ACT to amend Tennessee Code Annotated, Section 39-17-1313, relative to employee punishment for lawfully exercising the right to transport and store a firearm.

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

SECTION 1. Tennessee Code Annotated, Section 39-17-1313(b), is amended by deleting the first word of the subsection and by substituting instead the language "Except as provided in subdivision (b)(2), no".

SECTION 2. Tennessee Code Annotated, Section 39-17-1313(b), is further amended by redesignating the current language as subdivision (b)(1) and by adding the following:

(2) A business entity, public or private employer, or the owner, manager, or legal possessor of the property that terminates, disciplines, demotes, or otherwise punishes an employee who is lawfully exercising a right guaranteed by this section and who is engaging in conduct in compliance with this section shall be liable in any civil action for damages. An employee may seek and the court shall grant an injunction against an employer who is violating this section if the court finds that the employee is in compliance with this section.

(3) If a person, including any business entity, is found by a court, in an action brought under subdivision (b)(2), to be in violation of this section, the court may:

(A) Award to the prevailing party:

- (i) Actual damages;
- (ii) Expert witness fees and expenses; and
- (iii) Court costs and reasonable attorney's fees; and

(B) Enjoin the business entity from committing further violations of this section.

(4) Subdivisions (b)(2) and (b)(3) shall not limit a person's rights or remedies under other state or federal law.

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