



# State of Tennessee

## PUBLIC CHAPTER NO. 362

HOUSE BILL NO. 419

By Representatives Wirgau, Eldridge

Substituted for: Senate Bill No. 332

By Senator Johnson

AN ACT to amend Tennessee Code Annotated, Title 50, relative to employer and employee relations.

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

SECTION 1. Tennessee Code Annotated, Section 50-2-103, is amended by deleting subsection (a) and substituting instead the following:

(a)

(1) All wages or compensation of employees in private employment shall be due and payable not less frequently than once per month.

(2) For each employer that makes wage payments once monthly to employees in private employments, all wages or compensation earned and unpaid prior to the first day of any month shall be due and payable not later than the fifth day of the succeeding month.

(3) For each employer that makes wage payments in two (2) or more periods per month, all wages and compensation of employees in private employments shall be due and payable as follows:

(A) All wages or compensation earned and unpaid prior to the first day of any month shall be due and payable not later than the twentieth day of the month following the one in which the wages were earned; and

(B) All wages or compensation earned and unpaid prior to the sixteenth day of any month shall be due and payable not later than the fifth day of the succeeding month.

(4) For the purposes of this subsection (a), the final wages of an employee who quits or is discharged shall include any vacation pay or other compensatory time that is owed to the employee by virtue of company policy or labor agreement. This subdivision (a)(4) does not mandate employers to provide vacations, either paid or unpaid, nor does it require that employers establish written vacation pay policies.

SECTION 2. Tennessee Code Annotated, Section 50-2-103, is amended by deleting subsection (c) and substituting instead the following:

(c) Nothing contained in this section shall be construed as prohibiting the payment of wages at more frequent periods than required pursuant to subsection (a).

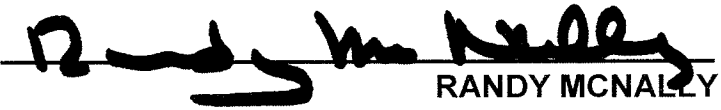
SECTION 3. This act shall take effect upon becoming a law, the public welfare requiring it.

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PASSED: May 1, 2017

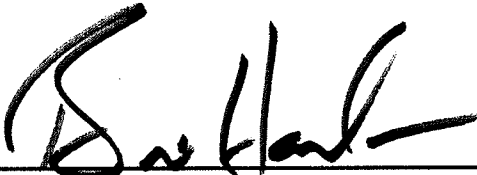


BETH HARWELL, SPEAKER  
HOUSE OF REPRESENTATIVES



RANDY MCNALLY  
SPEAKER OF THE SENATE

APPROVED this 11<sup>th</sup> day of May 2017



BILL HASLAM, GOVERNOR