

## And They Say Nothing Interesting Ever Happens in Tennessee (Employment Law)

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Here are a few employment-law related developments you may have missed as you are out enjoying your summer.

1. A new law took effect on April 20 **which will require all Tennessee employers to allow their veteran employees to take November 11, Veterans' Day, as a non-paid holiday** if (1) the employee gives the employer at least one month's written notice of the intent to take the holiday, (b) the employee provides documentation to prove their veteran status, and (c) such time off, alone or in combination with other veteran employees' absences, does not impact public health or safety or cause the employer significant economic or operational disruption. Employers also may offer Veterans' Day as a paid holiday if they wish to as well.
2. **A federal judge has struck down the "Tennessee bathroom notice" law**, which required businesses to post a notice if they allow transgender individuals to use restrooms which are otherwise marked as "male" and "female."
3. **The "CROWN Act: Create a Respectful and Open World for Natural Hair"** has been enacted to prohibit employers from adopting a policy that does not permit employees to wear their hair in braids, locs, twists, or another manner that is part of the cultural identification of the employee's ethnic group or that is a physical characteristic of the employee's ethnic group. This law will not apply to (1) a public safety employee if it would prevent such employee from performing the essential functions of the job requirements or (2) a policy that an employer must adopt to adhere to common industry safety standards, to maintain reasonable safety measures, or to comply with federal or state law, rules, or regulations relative to health or safety. This new law will go into effect on July 1, 2022.

As always, please feel free to contact [Stacie Caraway](#) or any other member of our [Labor & Employment](#) Law Practice Group for further information on these or other employment-related matters. Happy Summer!