

TENNESSEE

Tennessee Employees Must Leave Employer's Premises Within 24 Hours of Termination

Tennessee has [amended](#) its labor and employment laws to increase the amount of time employees have to vacate an employer's premises after termination from 12 to 24 hours. The amendment became effective on April 28, 2023.

Leaving the Premises

Under state law, employees must withdraw from their employer's premises within a reasonable time after ceasing work for the employer. This requirement applies whether the termination of employment is voluntary on the part of the employee or the employee is lawfully discharged.

The relevant [statute](#) defines "a reasonable time" as 24 hours from the date of cessation of employment in the absence of other circumstances. Employees who fail and refuse to withdraw from the employer's premises within this timeline may be subject to Class C misdemeanor charges.

Impact on Employers

These amendments provide individuals an additional 12 hours to withdraw from an employer's premises without risk of criminal prosecution after separation of employment. Employers should incorporate the new 24-hour window into their employee resignation and termination procedures.

Employers should also note that the law provides some flexibility for terminated employees when "other circumstances" exist. This term is not defined within the statute, so it may be assessed on a case-by-case basis.

Employers may wish to consult with their legal counsel on how to interpret this possible exception for any policies related to escorting dismissed employees off their premises or contacting law enforcement for assistance.

Highlights

Employees have 24 hours to withdraw from an employer's premises whether they:

- Voluntarily terminate their employment; or
- Are lawfully discharged.

In the absence of other circumstances, 24 hours is a reasonable time to withdraw from the employer's premises.

Provided to you by **Employco USA, Inc.**

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