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\*\*\* Current through the 2015 Regular Session \*\*\*

Title 50 Employer And Employee  
Chapter 1 Employment Relationship And Practices  
Part 7 Tennessee Lawful Employment Act

Tenn. Code Ann. § 50-1-702 (2016)

**50-1-702. Part definitions.**

As used in this part:

(1) "Commissioner" means the commissioner of labor and workforce development, or the commissioner's designee;

(2) "Department" means the department of labor and workforce development, unless the context provides otherwise;

(3) "Department of homeland security" means the United States department of homeland security, or the appropriate agency or division within such department, or any successor department, agency, or division thereto;

(4) "Economic development incentive" means any grant, loan or performance-based incentive from any governmental entity;

(5) "Employee" means any individual for whom an employer must complete a Form I-9 pursuant to federal law and regulations, and does not include an independent contractor as defined by 8 U.S.C. § 1324a and its regulations;

(6) "Employer" means private employers and governmental entities;

(7) "E-Verify program" means the federal electronic work authorization verification service provided by the department of homeland security pursuant to the federal Basic Pilot Program Extension and Expansion Act of 2003, P.L. 108-156, or any successor program thereto;

(8) "Governmental entity" means this state or any political subdivision which exercises governmental powers under the laws of this state and uses tax revenues;

(9) "Internet access" means Internet service that is installed and accessible at an employer's place of business;

(10) "License" means any certificate, approval, registration, or similar form of permission issued by a local government with respect to business licensure as described in title 67, chapter 4;

(11) "Non-employee" means any individual, other than an employee, paid directly by the employer in exchange for the individual's labor or services;

**(12)** "Person" means an individual, corporation, partnership, or other legal entity;

**(13)** "Private employer" means any person who is required by federal law and regulations to report, for any purpose, remuneration paid to at least six (6) employees; and

**(14)** "Tax form" means any form issued by the United States internal revenue service, including, but not limited to, Form W-2, Form-1099 or Form-1040.

**HISTORY:** Acts 2011, ch. 436, § 5; 2012, ch. 736, § 1.