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Tennessee Code 50-3-105 – Employers’ rights and duties

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Rights and duties of employers include, but are not limited to, the following:

(1) Each employer shall furnish to each of its employees conditions of employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious injury or harm to its employees;



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Terms Used In Tennessee Code 50-3-105

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Damages: Money paid by defendants to successful plaintiffs in civil cases to compensate the plaintiffs for their injuries.

Employer: means a person engaged in a business who has one (1) or more employees and includes county, metropolitan and municipal governments. See [Tennessee Code 50-3-103](#)

Issue: means a category of like industrial, occupational or hazard groupings that affects the safety and health of employment or place of employment and is suggested by the groupings in the Code of Federal Regulations, title 29, chapter XVII, part 1910. See [Tennessee Code 50-3-103](#)

Standard: means an occupational safety and health standard promulgated by the commissioner that requires conditions or the adoption or the use of one (1) or more practices, means, methods, operations or processes reasonably necessary or appropriate to provide safe and healthful employment and places of employment. See [Tennessee Code 50-3-103](#)

- (2) Each employer shall comply with occupational safety and health standards or regulations promulgated pursuant to this chapter;
- (3) Each employer shall refrain from any unreasonable restraint on the right of the commissioner to inspect the employer's place of business. Each employer shall assist the commissioner in the performance of the commissioner's inspection duties by supplying or by making available information, personnel or inspection aids reasonably necessary to the effective conduct of the inspection;
- (4) Any employer, or association of employers, is entitled to participate in the development of standards by submission of comments on proposed standards, participation in hearings on proposed standards, or by requesting the development of standards on a given **issue**, under [§ 50-3-201](#);
- (5) Any employer is entitled, under [§ 50-3-307](#), to a review of any citation issued because of the employer's alleged violation of any **standard** promulgated under this chapter;

- (6) Any employer is entitled, under §§ 50-3-402 – 50-3-408, to a review of any penalty in the form of civil damages assessed against the employer because of the employer’s alleged violation of this chapter;
- (7) Any employer is entitled, under part 6 of this chapter, to seek an order granting a variance from an occupational safety or health standard; and
- (8) Any employer is entitled, under § 50-3-914, to protection of the employer’s trade secrets and other legally privileged communications.

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