

110TH CONGRESS
1ST SESSION

S. 2453

To amend title VII of the Civil Rights Act of 1964 to clarify requirements relating to nondiscrimination on the basis of national origin.

IN THE SENATE OF THE UNITED STATES

DECEMBER 12, 2007

Mr. ALEXANDER introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To amend title VII of the Civil Rights Act of 1964 to clarify requirements relating to nondiscrimination on the basis of national origin.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Protecting English in
5 the Workplace Act”.

6 **SEC. 2. REQUIREMENTS REGARDING SPEAKING ENGLISH**
7 **WHILE ENGAGED IN WORK.**

8 Section 703 of the Civil Rights Act of 1964 (42
9 U.S.C. 2000e–2) is amended by adding at the end the fol-
10 lowing:

1 “(o)(1) Notwithstanding any other provision of this
2 title, it shall not be an unlawful employment practice for
3 an employer to require an employee to speak, or an appli-
4 cant for employment to agree to speak, English while en-
5 gaged in work.

6 “(2)(A) An individual shall not be considered to be
7 engaged in work under paragraph (1) during a bona fide
8 meal period, a rest period, or any other break, during
9 which the individual is not required to perform any duties.

10 “(B) In this paragraph, the term ‘bona fide meal pe-
11 riod’ means such a period, and the term ‘rest period’
12 means such a period, within the meaning of section 785.19
13 of title 29, Code of Federal Regulations (or any cor-
14 responding similar regulation or ruling).”.

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