

110TH CONGRESS
1ST SESSION

H. R. 4464

To ensure that an employer may require employees to speak English while engaged in work.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 12, 2007

Mr. PRICE of Georgia (for himself, Mr. BOEHNER, Mr. CANTOR, Mr. McKEON, Mrs. BLACKBURN, Mr. AKIN, Mr. BAKER, Mrs. BIGGERT, Mr. BURTON of Indiana, Mr. CAMPBELL of California, Mr. DAVID DAVIS of Tennessee, Mr. DOOLITTLE, Mr. FEENEY, Ms. FOXX, Mr. GINGREY, Mr. GOHMERT, Mr. GOODE, Mr. HELLER of Nevada, Mr. HERGER, Mr. HUNTER, Mr. SAM JOHNSON of Texas, Mr. JONES of North Carolina, Mr. MARCHANT, Mrs. McMORRIS RODGERS, Mr. PAUL, Mr. PETRI, Mr. PLATTS, Mr. ROGERS of Kentucky, Mr. ROHRABACHER, Mr. SIMPSON, Mr. TANCREDO, Mr. WALBERG, Mr. WESTMORELAND, and Mr. YOUNG of Alaska) introduced the following bill; which was referred to the Committee on Education and Labor

A BILL

To ensure that an employer may require employees to speak English while engaged in work.

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 “Common Sense
5 English Act”.

1 **SEC. 2. FINDINGS.**

2 Congress finds that—

3 (1) throughout the history of the United States,
4 English has been the common thread to unify the
5 American people much as they are united under one
6 flag;

7 (2) Americans overwhelmingly believe that it is
8 very important for people living in the United States
9 to speak and understand English;

10 (3) there is vast support among the American
11 people to allow a company to require its employees
12 to speak English while on the job;

13 (4) the EEOC has sued the Salvation Army for
14 implementing an “English in the Workplace” policy
15 which gives employees a year to learn English; and

16 (5) when a group of employees speaks a lan-
17 guage other than English in the workplace, it may
18 cause misunderstandings, create dangerous cir-
19 cumstances, and undermine morale.

20 **SEC. 3. REQUIREMENT OF ENGLISH LANGUAGE PERMIS-**
21 **SIBLE.**

22 Section 703 of title VII of the Civil Rights Act of
23 1964 (42 U.S.C. 2000e–2) is amended by adding at the
24 end the following:

25 “(o) Notwithstanding any other provision of this sub-
26 chapter, it shall not be an unlawful employment practice

- 1 for an employer to require employees to speak English
- 2 while engaged in work.”.

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