

## HR 1445

Workplace Religious Freedom Act of 2005

**Congress:** 109 (2005–2007, Ended)

**Chamber:** House

**Policy Area:** Civil Rights and Liberties, Minority Issues

**Introduced:** Mar 17, 2005

**Current Status:** Subcommittee Hearings Held.

**Latest Action:** Subcommittee Hearings Held. (Nov 10, 2005)

**Official Text:** <https://www.congress.gov/bill/109th-congress/house-bill/1445>

### Sponsor

**Name:** Rep. Souder, Mark E. [R-IN-3]

**Party:** Republican • **State:** IN • **Chamber:** House

### Cosponsors (19 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Cantor, Eric [R-VA-7]	R · VA		Mar 17, 2005
Rep. Jindal, Bobby [R-LA-1]	R · LA		Mar 17, 2005
Rep. McCarthy, Carolyn [D-NY-4]	D · NY		Mar 17, 2005
Rep. Price, David E. [D-NC-4]	D · NC		Mar 17, 2005
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Mar 17, 2005
Rep. Weiner, Anthony D. [D-NY-9]	D · NY		Mar 17, 2005
Rep. Alexander, Rodney [R-LA-5]	R · LA		Apr 13, 2005
Rep. Bartlett, Roscoe G. [R-MD-6]	R · MD		Apr 13, 2005
Rep. Pitts, Joseph R. [R-PA-16]	R · PA		Apr 13, 2005
Rep. Wexler, Robert [D-FL-19]	D · FL		Apr 13, 2005
Rep. Akin, W. Todd [R-MO-2]	R · MO		Apr 28, 2005
Rep. McCaul, Michael T. [R-TX-10]	R · TX		May 3, 2005
Rep. Edwards, Chet [D-TX-17]	D · TX		May 10, 2005
Rep. Owens, Major R. [D-NY-11]	D · NY		May 10, 2005
Rep. Clay, Wm. Lacy [D-MO-1]	D · MO		May 25, 2005
Rep. McCotter, Thaddeus G. [R-MI-11]	R · MI		Jul 12, 2005
Rep. Blackburn, Marsha [R-TN-7]	R · TN		Sep 14, 2005
Rep. Manzullo, Donald A. [R-IL-16]	R · IL		Nov 18, 2005
Rep. Berman, Howard L. [D-CA-28]	D · CA		Mar 14, 2006

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Hearings By (subcommittee)	Nov 10, 2005

## Subjects & Policy Tags

### Policy Area:

Civil Rights and Liberties, Minority Issues

### Related Bills

Bill	Relationship	Last Action
109 S 677	Identical bill	<b>Feb 16, 2006:</b> Sponsor introductory remarks on measure. (CR S1407-1409)

### Summary (as of Mar 17, 2005)

Workplace Religious Freedom Act of 2005 - Amends the Civil Rights Act of 1964 to modify the definition of "religion" for purposes of coverage under that Act by requiring employers to make an affirmative and bona fide effort to reasonably accommodate the religious practices of employees. Defines the term "perform the essential functions" to exclude practices having a temporary or tangential impact on an employee's ability to perform job functions, such as practices relating to clothing or taking time off work. Sets forth factors to consider in determining whether an accommodation causes undue hardship. Defines "employee" to require an ability to perform essential job functions with or without reasonable accommodation.

Requires removal of the conflict between employment requirements and the employee's religious practices in order for an accommodation to be considered reasonable.

Considers an employer's refusal to permit an employee's use of general leave to remove a religious conflict solely because the leave will be used to accommodate religious practices to be an unlawful employment practice.

States that the amendments made by this Act do not apply with respect to conduct occurring prior to enactment.

### Actions Timeline

- **Nov 10, 2005:** Subcommittee Hearings Held.
- **Nov 7, 2005:** Referred to the Subcommittee on Employer-Employee Relations.
- **Mar 17, 2005:** Introduced in House
- **Mar 17, 2005:** Introduced in House
- **Mar 17, 2005:** Referred to the House Committee on Education and the Workforce.