

## S 677

Workplace Religious Freedom Act of 2005

**Congress:** 109 (2005–2007, Ended)

**Chamber:** Senate

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

**Introduced:** Mar 17, 2005

**Current Status:** Sponsor introductory remarks on measure. (CR S1407-1409)

**Latest Action:** Sponsor introductory remarks on measure. (CR S1407-1409) (Feb 16, 2006)

**Official Text:** <https://www.congress.gov/bill/109th-congress/senate-bill/677>

### Sponsor

**Name:** Sen. Santorum, Rick [R-PA]

**Party:** Republican • **State:** PA • **Chamber:** Senate

### Cosponsors (15 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Brownback, Sam [R-KS]	R · KS		Mar 17, 2005
Sen. Clinton, Hillary Rodham [D-NY]	D · NY		Mar 17, 2005
Sen. Coburn, Tom [R-OK]	R · OK		Mar 17, 2005
Sen. Corzine, Jon S. [D-NJ]	D · NJ		Mar 17, 2005
Sen. Ensign, John [R-NV]	R · NV		Mar 17, 2005
Sen. Hatch, Orrin G. [R-UT]	R · UT		Mar 17, 2005
Sen. Kerry, John F. [D-MA]	D · MA		Mar 17, 2005
Sen. Lieberman, Joseph I. [D-CT]	D · CT		Mar 17, 2005
Sen. Schumer, Charles E. [D-NY]	D · NY		Mar 17, 2005
Sen. Smith, Gordon H. [R-OR]	R · OR		Mar 17, 2005
Sen. Talent, Jim [R-MO]	R · MO		Mar 17, 2005
Sen. Cochran, Thad [R-MS]	R · MS		Apr 4, 2005
Sen. Coleman, Norm [R-MN]	R · MN		Apr 4, 2005
Sen. Cornyn, John [R-TX]	R · TX		Apr 4, 2005
Sen. Dole, Elizabeth [R-NC]	R · NC		Apr 27, 2005

### Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Mar 18, 2005

### Subjects & Policy Tags

#### Policy Area:

Civil Rights and Liberties, Minority Issues

## Related Bills

Bill	Relationship	Last Action
109 HR 1445	Identical bill	<b>Nov 10, 2005:</b> Subcommittee Hearings Held.

## 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

- **Feb 16, 2006:** Sponsor introductory remarks on measure. (CR S1407-1409)
- **Mar 17, 2005:** Introduced in Senate
- **Mar 17, 2005:** Sponsor introductory remarks on measure. (CR S3057)
- **Mar 17, 2005:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (text of measure as introduced: CR S3057-3058)

# LegiList

CONGRESS, MADE CLEAR.

## Search Every Federal Bill, Law, and Vote

LegiList is the fastest way to research Congress. Track any bill from introduction to enactment, see how every legislator voted, follow committee activity, and read the full text of every bill — all in one place, always up to date.

[legiList.com](https://legiList.com)

## Free Course: Learn How Congress Actually Works

LegiList Learn is a free, self-paced course that walks through the entire legislative process — from drafting a bill to a presidential signature. Seven modules, plain language, no politics. Earn a certificate when you finish.

[legiList.com/learn](https://legiList.com/learn)

## Developer API: Build Apps on Legislative Data

The LegiList API gives developers direct access to bills, votes, legislators, committees, and more. Start free with 1,000 requests per day — no credit card required. Upgrade to Pro when you need to scale.

[legiList.com/api](https://legiList.com/api)

Public data belongs to the public. — [legiList.com](https://legiList.com)