

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	Nov 10, 2005: 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)