

HR 1431

Workplace Religious Freedom Act of 2007

Congress: 110 (2007–2009, Ended)

Chamber: House

Policy Area: Civil Rights and Liberties, Minority Issues

Introduced: Mar 9, 2007

Current Status: Referred to the Subcommittee on Health, Employment, Labor, and Pensions.

Latest Action: Referred to the Subcommittee on Health, Employment, Labor, and Pensions. (Jun 27, 2007)

Official Text: <https://www.congress.gov/bill/110th-congress/house-bill/1431>

Sponsor

Name: Rep. McCarthy, Carolyn [D-NY-4]

Party: Democratic • **State:** NY • **Chamber:** House

Cosponsors (36 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Bartlett, Roscoe G. [R-MD-6]	R · MD		Mar 9, 2007
Rep. Blackburn, Marsha [R-TN-7]	R · TN		Mar 9, 2007
Rep. Cantor, Eric [R-VA-7]	R · VA		Mar 9, 2007
Rep. Edwards, Chet [D-TX-17]	D · TX		Mar 9, 2007
Rep. Franks, Trent [R-AZ-2]	R · AZ		Mar 9, 2007
Rep. Jackson-Lee, Sheila [D-TX-18]	D · TX		Mar 9, 2007
Rep. Jindal, Bobby [R-LA-1]	R · LA		Mar 9, 2007
Rep. Price, David E. [D-NC-4]	D · NC		Mar 9, 2007
Rep. Souder, Mark E. [R-IN-3]	R · IN		Mar 9, 2007
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Mar 9, 2007
Rep. Wamp, Zach [R-TN-3]	R · TN		Mar 9, 2007
Rep. Weiner, Anthony D. [D-NY-9]	D · NY		Mar 9, 2007
Rep. Wexler, Robert [D-FL-19]	D · FL		Mar 9, 2007
Rep. Davis, David [R-TN-1]	R · TN		Mar 20, 2007
Rep. McCotter, Thaddeus G. [R-MI-11]	R · MI		Apr 16, 2007
Rep. Boozman, John [R-AR-3]	R · AR		Apr 19, 2007
Rep. Akin, W. Todd [R-MO-2]	R · MO		Apr 25, 2007
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		May 21, 2007
Rep. Wynn, Albert Russell [D-MD-4]	D · MD		Feb 12, 2008
Rep. Frank, Barney [D-MA-4]	D · MA		Feb 14, 2008
Rep. Filner, Bob [D-CA-51]	D · CA		Feb 26, 2008
Rep. Green, Al [D-TX-9]	D · TX		Feb 26, 2008
Rep. Ross, Mike [D-AR-4]	D · AR		Feb 26, 2008
Rep. Alexander, Rodney [R-LA-5]	R · LA		Mar 13, 2008
Rep. Pitts, Joseph R. [R-PA-16]	R · PA		Apr 8, 2008
Rep. Schmidt, Jean [R-OH-2]	R · OH		Apr 17, 2008
Rep. Hoekstra, Peter [R-MI-2]	R · MI		Apr 23, 2008
Rep. Towns, Edolphus [D-NY-10]	D · NY		Apr 29, 2008
Rep. Carson, Andre [D-IN-7]	D · IN		May 1, 2008
Rep. Myrick, Sue Wilkins [R-NC-9]	R · NC		May 1, 2008
Rep. Rangel, Charles B. [D-NY-15]	D · NY		May 1, 2008
Rep. Terry, Lee [R-NE-2]	R · NE		May 1, 2008
Rep. Miller, Jeff [R-FL-1]	R · FL		May 22, 2008
Rep. Renzi, Rick [R-AZ-1]	R · AZ		Jun 12, 2008
Rep. McHenry, Patrick T. [R-NC-10]	R · NC		Jun 17, 2008
Rep. Upton, Fred [R-MI-6]	R · MI		Jun 17, 2008

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	Jun 27, 2007

Subjects & Policy Tags

Policy Area:

Civil Rights and Liberties, Minority Issues

Related Bills

No related bills are listed.

Summary (as of Mar 9, 2007)

Workplace Religious Freedom Act of 2007 - 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.

Prohibits the amendments made by this Act from applying to conduct occurring prior to enactment.

Actions Timeline

- **Jun 27, 2007:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions.
- **Mar 9, 2007:** Introduced in House
- **Mar 9, 2007:** Referred to the House Committee on Education and Labor.