

## S 3628

Workplace Religious Freedom Act of 2008

**Congress:** 110 (2007–2009, Ended)

**Chamber:** Senate

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

**Introduced:** Sep 26, 2008

**Current Status:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

**Latest Action:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Sep 26, 2008)

**Official Text:** <https://www.congress.gov/bill/110th-congress/senate-bill/3628>

### Sponsor

**Name:** Sen. Kerry, John F. [D-MA]

**Party:** Democratic • **State:** MA • **Chamber:** Senate

### Cosponsors

*No cosponsors are listed for this bill.*

### Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Sep 26, 2008

### Subjects & Policy Tags

#### Policy Area:

Civil Rights and Liberties, Minority Issues

### Related Bills

*No related bills are listed.*

### Summary (as of Sep 26, 2008)

Workplace Religious Freedom Act of 2008 - Amends the Civil Rights Act of 1964 to provide that the practice of wearing religious clothing or a religious hairstyle, or of taking time off for a religious reason, imposes an undue hardship on the conduct of an employer's business in accommodating such practice only if the accommodation imposes a significant difficulty or expense on the conduct of the employer's business when considered in light of specified factors set forth in the Americans with Disabilities Act of 1990, including: (1) the nature and cost of the accommodation needed; (2) the financial resources and size of the business; and (3) the type of operation of the business.

### Actions Timeline

- **Sep 26, 2008:** Introduced in Senate
- **Sep 26, 2008:** Sponsor introductory remarks on measure. (CR S9710-9711)
- **Sep 26, 2008:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.