

# Senate Bill 1140

Sponsored by Senator TAYLOR

## SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**. The statement includes a measure digest written in compliance with applicable readability standards.

Digest: The Act makes laws about English-only rules in the workplace. (Flesch Readability Score: 69.7).

Prohibits employers from imposing requirements that employees speak only English in the workplace unless the employer can demonstrate that the requirement is justified by business necessity and applicable only in limited circumstances. Requires employers to provide notice to employees.

## A BILL FOR AN ACT

1  
2 Relating to English-only policies in the workplace.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1. Section 2 of this 2025 Act is added to and made a part of ORS chapter 659A.**

5 **SECTION 2. (1) An employer violates ORS 659A.030 if the employer imposes an occupa-**  
6 **tional requirement or otherwise requires as a condition for employment or continuation of**  
7 **employment that an employee speak only English at all times in the workplace.**

8 **(2) Subsection (1) of this section does not apply to such a requirement that employees**  
9 **speak only English in the workplace if the employer can demonstrate that the English-only**  
10 **requirement is justified by business necessity and is applicable under limited circumstances**  
11 **that include:**

12 **(a) Communicating with customers, coworkers and supervisors who only speak English.**

13 **(b) Communicating in a common language to promote the safety and well-being of em-**  
14 **ployees in the event of an emergency.**

15 **(c) Promoting business efficiency for cooperative work assignments that involve em-**  
16 **ployees collaborating to complete an assignment.**

17 **(d) Enabling a supervisor who speaks only English to monitor the performance of an**  
18 **employee whose job duties require communicating in English with coworkers and customers.**

19 **(3)(a) If an employer imposes a requirement that employees speak only English in ac-**  
20 **cordance with subsection (2) of this section, the employer shall provide employees with no-**  
21 **tice that:**

22 **(A) Informs the employees of the English-only requirement and the circumstances in**  
23 **which the requirement will apply.**

24 **(B) Includes the potential consequences that an employee may face for failure to comply**  
25 **with the requirement.**

26 **(b) Failure of an employer to provide the notice required under this subsection shall**  
27 **constitute prima facie evidence of the employer's unlawful discrimination based on national**  
28 **origin in violation of ORS 659A.030.**

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

