

## **STATE OF [state name]**

**BE IT ENACTED BY THE PEOPLE OF THE STATE OF [state name]:**

**SECTION 1.** A new section of law to be codified in the [state name] Statutes as Section [--] of Title [--], reads as follows:

This act shall be known and may be cited as “Protecting English in the Workplace Act”.

### **SECTION 2. DEFINITIONS**

(1) The term ‘bona fide meal period’ means such a period, and the term ‘rest period’ means such a period as defined by section 785.19 of title 29, Code of Federal Regulations.

**SECTION 2.** A new section of law to be codified in the [state name] Statutes as Section [--] of Title [--], reads as follows:

- (A) It shall not be an unlawful employment practice for an employer to require an employee to speak, or an applicant for employment to agree to speak, English while engaged in work.
- (B) An individual shall not be considered to be engaged in work during a bona fide meal period, a rest period, or any other break, during which the individual is not required to perform duties.