

1 State of Arkansas  
2 88th General Assembly  
3 Regular Session, 2011

# A Bill

SENATE BILL 947

4  
5 By: Senator Whitaker

## For An Act To Be Entitled

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8 AN ACT REGARDING POSITIONS THAT REQUIRE EFFECTIVE  
9 ORAL COMMUNICATION SKILLS IN ENGLISH FOR EMPLOYMENT  
10 AT CERTAIN PUBLIC INSTITUTIONS; AND FOR OTHER  
11 PURPOSES.

## Subtitle

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15 AN ACT REGARDING POSITIONS THAT REQUIRE  
16 EFFECTIVE ORAL COMMUNICATION SKILLS IN  
17 ENGLISH FOR EMPLOYMENT AT CERTAIN PUBLIC  
18 INSTITUTIONS.

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21 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

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23 SECTION 1. Arkansas Code Title 21, Chapter 1, Subchapter 1 is amended  
24 to add an additional section to read as follows:

25 21-1-106. Positions requiring effective oral communication in English-  
26 -Definitions.

27 (a) As used in this section:

28 (1) "Public hospital" means a state-supported hospital; and

29 (2) "Public institution of higher education" means an Arkansas  
30 state-supported two-year or four-year college or university.

31 (b) When considering a potential employee for an employment position,  
32 a public institution of higher education and a public hospital shall  
33 consider:

34 (1) Whether the employment position requires effective oral  
35 communication in English; and

36 (2) Whether the potential employee's oral communication skills



1 in English would materially interfere with the ability to perform the duties  
2 of the employment position.

3 (c)(1) This section does not prohibit a public institution of higher  
4 education or a public hospital from employing an individual whose oral  
5 communication skills in English would materially interfere with the ability  
6 to perform the duties of the employment position requiring effective oral  
7 communication in English for which the person applied.

8 (2) If a public institution of higher education or a public  
9 hospital employs an individual whose oral communication skills in English  
10 would materially interfere with the ability to perform the duties of the  
11 employment position requiring effective oral communication in English for  
12 which the person was employed, the public institution of higher education or  
13 the public hospital shall provide an interpreter to assist the employee with  
14 the employee's oral communication in English.

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