

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

# A Bill

SENATE BILL 3

4  
5 By: Senator Whitaker

## For An Act To Be Entitled

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

### Subtitle

14 CONCERNING EMPLOYMENT POSITIONS AT  
15 CERTAIN PUBLIC INSTITUTIONS THAT REQUIRE  
16 EFFECTIVE ORAL COMMUNICATION IN ENGLISH.

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

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

23 21-1-106. Positions requiring effective oral communication in English-  
24 -Definitions.

25 (a) As used in this section:

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

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

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

32 (1) Whether the employment position requires effective oral  
33 communication in English; and

34 (2) Whether the potential employee's oral communication skills  
35 in English would materially interfere with the ability to perform the duties  
36 of the employment position.



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

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

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