

# English-Only Rules in the Workplace – The Relevant Law and Successful Litigation Strategies for Employers

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December 8, 2010

Pullman & Comley Labor and Employment Attorneys Rick Robinson and Megan Youngling Carannante discussed this fascinating area of law and litigation. They reviewed the first appellate decision on the subject, the 5th Circuit's 1980 *Gloor* case, and proceeded from there through the interpretative Guidelines the EEOC issued later in 1980 to blunt the impact of that 5th Circuit decision, the significance of the 1991 amendments to the Civil Rights Act of 1991, and the subsequent case law that has tried to reconcile these various pronouncements. They also explained the evidence and arguments the EEOC has developed to overcome weaknesses some courts have noted in its positions and explained the best approaches for opposing the evidence and attacking the arguments. The goals of the program are to equip practitioners with the ability to answer their clients when they ask, "Are English-Only Rules Legal?" and to identify the strategies they must follow when their clients say, "I want to fight to keep my rule." Mr. Robinson obtained a successful outcome for an employer in an almost ten-year English only rule battle with the EEOC.

Wednesday, December 8, 2010  
12:00 p.m. - 1:00 p.m.

To view the presentation, [click here](#).

## Professionals

Megan Youngling Carannante  
Richard C. Robinson

## Practice Areas

Labor and Employment Counseling and Training  
Labor, Employment Law & Employee Benefits

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