

119TH CONGRESS
1ST SESSION

S. 2996

To clarify that a State or local jurisdiction may give preference to individuals who are veterans or individuals with a disability with respect to hiring election workers to administer an election in the State or local jurisdiction, and for other purposes.

IN THE SENATE OF THE UNITED STATES

OCTOBER 9, 2025

Mr. SHEEHY (for himself and Ms. SLOTKIN) introduced the following bill; which was read twice and referred to the Committee on Rules and Administration

A BILL

To clarify that a State or local jurisdiction may give preference to individuals who are veterans or individuals with a disability with respect to hiring election workers to administer an election in the State or local jurisdiction, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Hiring Preference for
5 Veterans and Americans With Disabilities Act”.

1 **SEC. 2. CLARIFICATION OF RULES WITH RESPECT TO HIR-**
2 **ING OF ELECTION WORKERS.**

3 (a) PREFERENCES FOR VETERANS AND INDIVIDUALS
4 WITH DISABILITIES.—

5 (1) PREFERENCES.—In hiring election workers
6 to administer an election in a State or local jurisdic-
7 tion, the State or local jurisdiction may give pref-
8 erence to individuals who are veterans or individuals
9 with a disability.

10 (2) INDIVIDUAL WITH A DISABILITY DE-
11 FINED.—In this subsection, an “individual with a
12 disability” means an individual with an impairment
13 that substantially limits any major life activities.

14 (b) PREFERENCE AND WAIVER OF RESIDENCY RE-
15 QUIREMENT FOR SPOUSES AND DEPENDENTS OF ABSENT
16 MILITARY VOTERS.—

17 (1) PREFERENCE AND WAIVERS.—In hiring
18 election workers to administer an election in a State
19 or local jurisdiction, the State or local jurisdiction—

20 (A) may give preference to an individual
21 who is a nonresident military spouse or depend-
22 ent; and

23 (B) may not refuse to hire such an indi-
24 vidual as an election worker solely on the
25 grounds that the individual does not maintain a

1 place of residence in the State or local jurisdic-
2 tion.

3 (2) NONRESIDENT MILITARY SPOUSE OR DE-
4 PENDENT DEFINED.—In this subsection, a “non-
5 resident military spouse or dependent” means an in-
6 dividual who is an absent uniformed services voter
7 under section 107(1)(C) of the Uniformed and Over-
8 seas Citizen Absentee Voting Act (52 U.S.C.
9 20310(1)(C)).

10 (c) EFFECTIVE DATE.—This section shall take effect
11 on the date of the enactment of this Act.

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