

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.

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## 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

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## 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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