

# Union Calendar No. 382

118<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION

# H. R. 4486

[Report No. 118-461]

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 HOUSE OF REPRESENTATIVES

JULY 6, 2023

Mr. MIKE GARCIA of California introduced the following bill; which was referred to the Committee on House Administration

APRIL 15, 2024

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

[Strike out all after the enacting clause and insert the part printed in italics]

[For text of introduced bill, see copy of bill as introduced on July 6, 2023]

# **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”.*

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

8        *(a) PREFERENCES FOR VETERANS AND INDIVIDUALS*  
9 *WITH DISABILITIES.—*

10            *(1) PREFERENCES.—In hiring election workers*  
11 *to administer an election in a State or local jurisdic-*  
12 *tion, the State or local jurisdiction may give pref-*  
13 *erence to individuals who are veterans or individuals*  
14 *with a disability.*

15            *(2) INDIVIDUAL WITH A DISABILITY DEFINED.—*  
16 *In this subsection, an “individual with a disability”*  
17 *means an individual with an impairment that sub-*  
18 *stantially limits any major life activities.*

19        *(b) PREFERENCE AND WAIVER OF RESIDENCY RE-*  
20 *QUIREMENT FOR SPOUSES AND DEPENDENTS OF ABSENT*  
21 *MILITARY VOTERS.—*

22            *(1) PREFERENCE AND WAIVERS.—In hiring elec-*  
23 *tion workers to administer an election in a State or*  
24 *local jurisdiction, the State or local jurisdiction—*

1           (A) may give preference to an individual  
2           who is a nonresident military spouse or depend-  
3           ent; and

4           (B) may not refuse to hire such an indi-  
5           vidual as an election worker solely on the  
6           grounds that the individual does not maintain a  
7           place of residence in the State or local jurisdic-  
8           tion.

9           (2) *NONRESIDENT MILITARY SPOUSE OR DE-*  
10          *PENDENT DEFINED.—In this subsection, a “non-*  
11          *resident military spouse or dependent” means an in-*  
12          *dividual who is an absent uniformed services voter*  
13          *under section 107(1)(C) of the Uniformed and Over-*  
14          *seas Citizen Absentee Voting Act (52 U.S.C.*  
15          *20310(1)(C)).*

16          (c) *EFFECTIVE DATE.—This section shall take effect*  
17          *on the date of the enactment of this Act.*



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