

**AMENDMENT IN THE NATURE OF A SUBSTITUTE
TO H.R. 4486
OFFERED BY M . _____**

Strike all after the enacting clause and insert the following:

1 SECTION 1. SHORT TITLE.

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

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

6 (a) PREFERENCES FOR VETERANS AND INDIVIDUALS
7 WITH DISABILITIES.—

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

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

1 (b) PREFERENCE AND WAIVER OF RESIDENCY RE-
2 QUIREMENT FOR SPOUSES AND DEPENDENTS OF ABSENT
3 MILITARY VOTERS.—

4 (1) PREFERENCE AND WAIVERS.—In hiring
5 election workers to administer an election in a State
6 or local jurisdiction, the State or local jurisdiction—

7 (A) may give preference to an individual
8 who is a nonresident military spouse or depend-
9 ent; and

10 (B) may not refuse to hire such an indi-
11 vidual as an election worker solely on the
12 grounds that the individual does not maintain a
13 place of residence in the State or local jurisdic-
14 tion.

15 (2) NONRESIDENT MILITARY SPOUSE OR DE-
16 PENDENT DEFINED.—In this subsection, a “non-
17 resident military spouse or dependent” means an in-
18 dividual who is an absent uniformed services voter
19 under section 107(1)(C) of the Uniformed and Over-
20 seas Citizen Absentee Voting Act (52 U.S.C.
21 20310(1)(C)).

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

