

119TH CONGRESS
2D SESSION

S. 4642

To amend the Foreign Service Act of 1980 relating to the recall and reappointment of career members.

IN THE SENATE OF THE UNITED STATES

MAY 21, 2026

Mr. VAN HOLLEN (for himself and Mr. SCHATZ) introduced the following bill;
which was read twice and referred to the Committee on Foreign Relations

A BILL

To amend the Foreign Service Act of 1980 relating to the recall and reappointment of career members.

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 “Foreign Service Work-
5 force Retention Act”.

6 **SEC. 2. AMENDMENTS TO THE FOREIGN SERVICE ACT OF**
7 **1980.**

8 Section 308 of the Foreign Service Act of 1980 (22
9 U.S.C. 3948) is amended—

10 (1) in subsection (a)—

1 (A) in the first sentence—

2 (i) by inserting “or separated” after
3 “any retired”; and

4 (ii) by inserting “or separation” after
5 “of retirement”; and

6 (B) in the second sentence—

7 (i) by inserting “or separated” after
8 “A retired”;

9 (ii) by inserting “or separated” after
10 “a retired”; and

11 (iii) by inserting “or separation” after
12 “of retirement”;

13 (2) in subsection (b)—

14 (A) by striking “Former career members”
15 and inserting the following:

16 “(1) Former career members”;

17 (B) in paragraph (1), as so designated, by
18 inserting “, for a period of five years after the
19 date of retirement or separation,” after “with-
20 out regard to section 306”; and

21 (C) by adding at the end the following:

22 “(2) A member seeking reappointment in the
23 Service under paragraph (1) shall be reappointed
24 not later than 180 days after the date of the ap-
25 proval of such request for reappointment to the De-

1 partment and shall be incorporated into the next on-
2 ward assignment application cycle of the Service
3 with full standing.”; and

4 (3) by adding at the end the following:

5 “(c) Not later than 60 days after the date of the en-
6 actment of this subsection, and annually thereafter, the
7 Secretary shall submit to the Committee on Foreign Af-
8 fairs of the House of Representatives and the Committee
9 on Foreign Relations of the Senate a report detailing—

10 “(1) the number of career members of the Serv-
11 ice who were recalled and reappointed under this
12 section during the preceding fiscal year;

13 “(2) the grade of each such member at the time
14 of their retirement or separation; and

15 “(3) the grade and position of each such mem-
16 ber at the time of their recall or reappointment.”.

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