

119TH CONGRESS  
2D SESSION

# H. R. 8987

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

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IN THE HOUSE OF REPRESENTATIVES

MAY 21, 2026

Mr. OLSZEWSKI (for himself and Mr. BERA) introduced the following bill;  
which was referred to the Committee on Foreign Affairs

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## 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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