

[Employment Law Daily Wrap Up, STATE LEGISLATION—NEW YORK—Workers may now take up to 3 hours paid leave to vote on election day, \(May 1, 2019\)](#)

Employment Law Daily Wrap Up

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By WK Editorial Staff

Employees who are registered voters may take up to three hours of paid leave to vote in any election.

The New York Election Law has been amended, as part of the New York budget for the 2019-2020 fiscal year, to provide employees who are registered voters with up to three hours of paid leave in order to vote in any election.

Prior law. Previously, the law provided that employees had sufficient time to vote if there were four consecutive hours between the opening of the polls and the beginning of the employee's work shift or between the end of his or her shift and the closing of the polls. If the employee had less than four hours, the employee would be able to take off enough working time, when combined with the available voting time outside of his or her working hours, to enable the employee to vote, but not more than two of those hours would be without loss of pay.

Unless mutually agreed upon, the employer may designate that the time off to vote be taken at either the beginning or end of the work shift.

Notice. Employees who wish to take time off to vote must notify their employer not less than two working days before the election of their request.

Posting. Not less than 10 working days before each election, employers are required to post the law covering time off to vote conspicuously in the workplace where it can be seen by employees as they come and go to work. This notice must remain posted until the close of the polls on election day.

This change is enacted as part of the New York Budget for the 2019-2020 Fiscal Year, by Part YY of Ch. 55 (S. 1505-C/A. 2005-C), on April 12, 2019, and takes effect immediately.

News: StateLegislation EmployeeLeave