



Election Day is almost here, so now is a good time to brush up on voting leave laws and make sure you're posting any mandatory notices.

Most states require that employers provide at least a few hours off to vote, and sometimes those hours need to be paid. Often these laws require very little advance notice from employees about their need for leave, so employers should be prepared to grant last-minute requests to leave work to vote. If you're in a state with early voting, you may want to encourage employees to take advantage of that option—by offering the same time-off benefit—to reduce the number of absences on Election Day. The availability of early voting and absentee ballots, however, doesn't change an employee's right to vote on Election Day if that's their preference.

For employers with Kentucky employees, here are the requirements you need to know:

Kentucky Voting Leave

Employers must provide employees with up to four hours of leave to vote in an election or apply for an absentee ballot. To be eligible for voting leave, an employee must request voting leave at least one day before the date the leave will be taken. Employers may specify the hours employees can take for voting time leave.

Employers cannot penalize employees because they take leave to vote; however, under certain circumstances, employers can take disciplinary action against employees who take voting time leave but fail to vote.

Kentucky Election Officer Leave

Employers must provide employees who are election officers up to one day of leave to attend training or serve as an election officer. Employers may specify the hours employees can take for election officer leave.

Employers cannot penalize, discharge, or threaten to discharge employees because they take election officer leave.

Required Notices

California, DC, and New York also require that employers post a notice about employees' voting rights in a conspicuous location in the workplace. Employees who work from home or don't report to the workplace regularly should be provided with these notices electronically.

If you need assistance with these notices, please let us know.