

## New York State Election Law

§ 3-110. Time allowed employees to vote. 1. If a registered voter does not have sufficient time outside of their working hours, within which to vote at any election, they may, without loss of pay for up to two hours, take off so much working time as will, when added to their voting time outside their working hours, enable them to vote.

2. If an employee has four consecutive hours either between the opening of the polls and the beginning of their working shift, or between the end of their working shift and the closing of the polls, they shall be deemed to have sufficient time outside their working hours within which to vote. If they have less than four consecutive hours they may take off so much working time as will when added to their voting time outside their working hours enable them to vote, but not more than two hours of which shall be without loss of pay, provided that they shall be allowed time off for voting only at the beginning or end of their working shift, as the employer may designate, unless otherwise mutually agreed.

3. If the employee requires working time off to vote the employee shall notify the employer not more than ten nor less than two working days before the day of the election that the employee requires time off to vote in accordance with the provisions of this section.

4. Not less than ten working days before every election, every employer shall post conspicuously in the place of work where it can be seen as employees come or go to their place of work, a notice setting forth the provisions of this section. Such notice shall be kept posted until the close of the polls on election day.

# ATTENTION ALL EMPLOYEES

N.Y. ELECTION LAW SECTION 3-110 STATES THAT:

- **IF YOU DO NOT HAVE SUFFICIENT TIME OUTSIDE YOUR WORKING HOURS TO VOTE YOU MAY TAKE OFF UP TO 2 HOURS AT THE BEGINNING OR END OF YOUR SHIFT, WITH PAY, TO ALLOW YOU TIME TO VOTE.**
- **SUFFICIENT TIME IS DEFINED AS: 4 CONSECUTIVE HOURS EITHER BETWEEN THE OPENING OF THE POLLS AND THE BEGINNING OF YOUR WORKING SHIFT OR BETWEEN THE END OF YOUR WORKING SHIFT AND THE CLOSING OF THE POLLS.**
- **YOU MUST NOTIFY YOUR EMPLOYER NO MORE THAN 10 OR NOT LESS THAN 2 DAYS BEFORE THE DAY OF THE ELECTION THAT YOU WILL TAKE THAT TIME.**