



bankers' compliance group®

REMINDER: EMPLOYEES ALLOWED PAID TIME OFF TO VOTE

November 6, 2012 is the date set for the presidential election as well as for California state and local candidates and initiatives. Employers are reminded that employees may arrange to take up to two hours of paid time off to vote in a statewide election if they do not have sufficient time outside of working hours. This is true for full-time, part-time, temporary and probationary employees.

Under California Elections Code Sections 14000-14002, time off to vote must be taken at either the beginning or the end of the employee's normal working hours, depending on which allows the most free time for voting and the least amount of time off from work. Arrangements for voting time must be made by the employee at least two working days prior to election day. Note that even if an employee fails to provide the requisite two-day advance notice, the employee is still entitled to unpaid time off to vote. However, the employer must be vigilant not to dock the salary of an exempt employee for any partial-day worked due to voting. Also, employers are reminded that a notice of this right must be posted at least 10 days prior to a statewide election in a conspicuous place or where employees frequently congregate.

10/17/2012

Copyright © 2012
Aldrich Bonnefin & Moore, PLC
All Rights Reserved

18500 von karman avenue, suite 300, irvine, california 92612
phone: (800) 742-3600 • fax: (949) 474-0617
email: bcg@abmlawfirm.com • website: www.bankerscompliancegroup.com