

E-ALERT: New York Extends Paid Voting Leave to Three Hours



Background

The New York Election Law, Section 3-110, has been amended to require employers to provide up to three hours of paid voting leave for any election, effective immediately. Employees must give their employer at least two working days' notice before the election for their need for time off.

Previously, the law required employers to provide two hours of paid voting time only if the employee had insufficient time outside of their work schedule to vote. In addition, employees were previously required to provide at least two but not more than 10 working days' notice before the election day.

A new required posting will be made available on the New York State Board of Elections website to reflect the new amendment before the next election on June 25, 2019.

Employer Next Steps

- All New York employers should review their organization's policies to ensure they are consistent with the

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new law.

- All New York employers should review their employment posters to ensure the required notices are posted, once made available, for all employees.
- If you are a Full-Service or Virtual HR client and would like our assistance with updating your policy please [email us](#).

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