

Voting Leave Compliance

With Election Day fast approaching, employers should be aware of voting leave laws in their applicable states. While most states require employers provide a few hours off to vote, there are states that require a notice regarding employees' voting rights to be posted in a conspicuous location in the workplace. Remote employees who do not report to a workplace on a regular basis can be provided with notices electronically.

As part of our clients' relationship with PrestigePEO, the required notices are included in poster subscriptions and are available to view in the employee portal for all employees.

POSTING NOTICE REQUIREMENTS

NEW YORK

New York requires the notice to be posted at least 10 working days before the November 7 election (this would be October 24 in a Monday-through-Friday workplace). A copy of the notice is available at the "download" link below.

[DOWNLOAD](#)

THE DISTRICT OF COLUMBIA

DC requires that employers post a voting leave notice created by the DC Board of Elections (DCBOE). The law doesn't set a deadline. A copy of the notice in English will be available soon. Notices are also typically available for download in other languages via the Time Off to Vote link on the DCBOE's webpage: <https://dcboe.org/>. At the time of this compliance update, only the 2022 version of the notice was available. However, we anticipate the DCBOE will release an updated version of the poster before November.

HOW TO VIEW ELECTRONIC POSTERS VIA EMPLOYEE PORTAL

You can access these updates anytime via the following instructions:

- Log into the PrestigePRO employee portal
- Scroll down on the left-hand side bar and click on "State Posting Notices"
- This will bring you to a new page titled "Employee Poster Viewing Center"
- Click on the dropdown box beneath this heading and select the state from which you physically work
- Once you select your state, you'll see the following options:
 - State
 - Federal
 - Local (if applicable)
- Click through your options to review each notice and download the files if you wish to keep them as reference

As always, please reach out to your Human Resources Business Partner with any questions.