

## **NEW YORK**

### **New York State Election Law Reminder**

With the state primary elections coming up on June 25, 2019, New York employers need to keep the recent amendments to the New York State Election Law in mind, as those amendments imposed many new requirements on New York employers.

#### Posting Requirement

First, under New York Labor Law § 3-110, employers are required to post a notice at least 10 days prior to Election Day to inform employees of their rights under this law. The notice must remain posted until the close of the polls on Election Day. There are no exceptions to this requirement. The required posting is available [here](#).

Under the law, the poster must be posted in the workplace no later than Saturday, June 15, 2019. Therefore, in order to comply with the law, businesses that are closed on weekends must have this notice posted no later than Friday, June 14, 2019.

#### Voting Leave Rights

Under the law, all New York employees who are registered to vote are entitled to up to 3 hours paid time off on Election Day to vote. Employees are able to take this time off even if they would be able to vote outside their scheduled working hours.

In order to take this time off, employees must make this request at least 2 working days prior to the election. While employers are required to grant this request, they can designate the employee to take the time off at the beginning or the end of the employee's shift.

#### Recommendations

It is strongly recommended that New York employers double check their postings and post the required election notice before June 15th. Also, inform your supervisors and managers of this new leave requirement.