



October 31, 2019

New York Voting Leave Law

This past spring, New York Election Law §3-110 was amended to allow employees up to three hours of paid time off to vote.

Under the new law, an employee may request up to three hours of paid time off to vote, regardless of his or her work schedule. Requests must be made at least two working days prior to the election. The employer may designate that any requested time be taken at the beginning or the end of shift.

Under the old law, New York employers only had to provide employees with up to two hours of paid time off from work to vote and only if employees did not have sufficient time to vote outside of their working hours.

Additionally, New York employers should post a notice informing employees of their rights under New York Election Law § 3-110 at least 10 days before each election. The notice should be posted conspicuously in the place of work where it can be seen as employees come or go to their place of work, and it must remain posted until the polls close on Election Day.

This alert is for general information purposes and should not be construed as legal advice. If you would like information about this alert, please contact one of the firm's attorneys: Deborah Buyer, 212-225-8483 x1, deborah@deborahbuyerlaw.com
Lydia Fan Wong, 212-225-8483 x2, lydia@deborahbuyerlaw.com

© Deborah Buyer Law PLLC 2019 These materials do not constitute legal advice or create an attorney-client relationship. The reader is advised to consult with an attorney to obtain legal advice.

U.S. Treasury Circular 230 Notice: U.S. Treasury Regulations require us to inform you that any U.S. tax advice in this communication cannot be used by you to avoid tax penalties or to promote, market or recommend to another party any transaction or matter addressed herein.