Legal Moments

Christian Jannetta - Legal Moment – Are employers required to give employees time off work to vote in an election? (Aug 2019)

[phone ringing]

Receptionist: Cohen Highley

Announcer: And now the Cohen Highley Legal Moment on Fresh Radio.

Announcer: I'm here with Christian Jannetta from Cohen Highley Lawyers. Are employers required to give employees time off to vote in the upcoming election?

Christian Jannetta: This is an issue which often causes confusion. It's not really about time off; it's about ensuring that an employee who is qualified to vote has 3 consecutive hours free from work for the purpose of voting.

Announcer: Now who chooses when the hours are?

Christian Jannetta: It's at the employers discretions. Whatever will most minimally impact the employee's scheduled work hours. If the employee already has 3 consecutive hours free from work on an election day during polling hours, then the employer will not be required to provide any time off.

Announcer: What if an employee's schedule shift with only two hours left before the close of polls?

Christian Jannetta: In that scenario, the employer could let the employee leave an hour early so that they had the 3 consecutive hours.

Announcer: Are employees paid for time off to vote?

Christian Jannetta: Yes. If the circumstances do require time off work, the employee must be paid for the time off.

Announcer: Thanks Christian. This has been the Cohen Highley Legal Moment.

[Music]

Singers: Cohen Highley, we're listening.

Announcer: cohenhighley.com