



## CALIFORNIA

**During election season, employees often need time off from work to vote.**

[https://leginfo.legislature.ca.gov/faces/codes\\_displaySection.xhtml?lawCode=EL&sectionNum=14000](https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=EL&sectionNum=14000)

- Enough working time that will enable employee to vote when added to voting time available outside of working hours
- Time off must be taken at the beginning or end of the regular shift, whichever allows the most time to vote and requires the least missed working time, unless otherwise mutually agreed
- Employee must provide at least two working days' notice before the election if, on the third working day before the election, employee knows or has reason to know he will need leave to be able to vote
- Employee must be paid, but any leave over two hours may be unpaid
- Employee who has sufficient nonworking time in which to vote is excluded
- Employer must conspicuously post notice of voting leave policy at least ten days before every statewide election