

Employee Voting Rights

State law at 26 O.S. Section 7-101 requires employers to allow employees who are registered voters two hours off while the polls are open to vote provided the employee notifies the employer the day prior to the election. The time off is with pay so long as the employee provides proof of voting. The employer retains the authority to schedule the voting time and shall notify the employee of the schedule.

This statute shall not apply to an employee whose work day begins three hours or more subsequent to the time of opening of the polls, or ends three hours or more prior to the time of closing the polls. The employer may change the work hours to allow such three hours before the beginning of work or after the work hours. Failure to comply with this statute constitutes a misdemeanor with a fine of not less than \$50 nor more than \$100. The polls are open on Tuesday, November 4 from 7 a.m. to 7 p.m.

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