Engage PEO Client Alert

Georgia Expanded Time Off to Vote Requirements

WHAT'S NEW: Governor Kemp signed Senate Bill 129 into law, effective July 1, 2023. Employers are now required to allow employees to take time off to vote in primaries and elections on either the election day or for early in-person voting.

WHAT IT MEANS

Previously, employers were required to allow for time off to vote on election day including party primary elections. The new law allows employees to take time off to vote on either the election day or one of the days that are designated for early in-person voting. Time off to vote shall not exceed two (2) hours and is not required to be paid. Additionally, the employee must give reasonable notice when requesting time off to vote and the employer may choose the hours that the employee may take off to vote so long as the polls are open.

Employers should note that the time off to vote requirement applies to all designated election days, including those for party primary elections.

WHAT EMPLOYERS SHOULD DO

Employers should review current policies to ensure that they allow employees to take time off to vote and that employees have the option of taking time off on the actual election day or one of the days designated for early in-person voting.

Employees that manage or supervise direct reports should be notified of the new requirements.

Engage has drafted an updated Georgia voting leave policy for your use.

Please reach out to your Engage Human Resources Consultant if you have any questions concerning this alert or other H.R.-related matters.