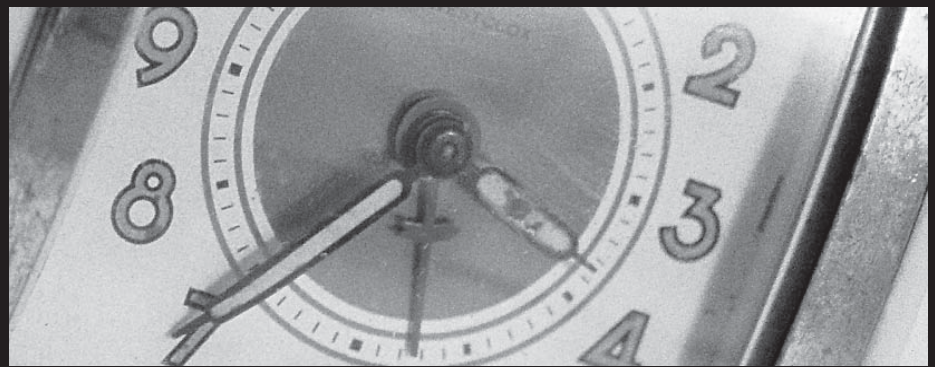


**1** IF A VOTER DOES NOT HAVE SUFFICIENT TIME OUTSIDE OF WORKING HOURS TO VOTE AT A STATEWIDE ELECTION, THE VOTER MAY, WITHOUT LOSS OF PAY, TAKE OFF ENOUGH working time which when added to the voting time available outside of working hours will enable the voter to vote. No more than two hours of the time taken off for voting shall be without loss of pay.

(California Elections Code Section 14000)

# TIME OFF TO VOTE

**2** The time off for voting shall be only at the beginning or end of the regular working shift, whichever allows for the most free time for voting and the least time off from the regular working shift, unless otherwise mutually agreed.



**3** If the employee on the third working day prior to the day of election, knows or has reason to believe that time off will be necessary to be able to vote on election day, the employee shall give the employer at least two working days' notice that time off for voting is desired, in accordance with the provisions of this section.

SECRETARY OF STATE

DEBRA BOWEN

1500 11TH STREET, 5TH FLOOR

SACRAMENTO, CA 95814

Tel 916-657-2166 / Fax 916-653-3214