

466--A

2009-2010 Regular Sessions

I N A S S E M B L Y

Introduced by M. of A. JEFFRIES, STIRPE, MILLMAN, REILLY, COLTON --
Multi-Sponsored by -- M. of A. BENEDETTO, GLICK, GOTTFRIED, HEVESI,
HOOPER, McDONOUGH, McENENY, MOLINARO, ROBINSON, SPANO -- read once and
referred to the Committee on Labor -- recommitted to the Committee on
Labor in accordance with Assembly Rule 3, sec. 2 -- committee
discharged, bill amended, ordered reprinted as amended and recommitted
to said committee

AN ACT to amend the labor law, in relation to establishing the "time off for democracy act"

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1 Section 1. Short title. This act shall be known as the "time off for
2 democracy act."
3 S 2. Legislative findings and purpose. The legislature hereby finds
4 and declares that:
5 1. Thousands of citizens are not participating in elections because
6 job requirements keep them from the polls.
7 2. Broad participation in elections is essential to a healthy democra-
8 cy.
9 3. In order to make it possible for more citizens to participate in
10 elections, the state needs to clearly establish the rights of citizens
11 to take time off to participate in elections.
12 The purpose of this law is to encourage greater citizen participation
13 in the democratic process.
14 S 3. The labor law is amended by adding a new article 32 to read as
15 follows:
16 ARTICLE 32
17 TIME OFF FOR DEMOCRACY ACT
18 SECTION 930. TIME OFF ON ELECTION DAY.
19 931. NOTICE TO EMPLOYEES.

932. ENFORCEMENT.

S 930. TIME OFF ON ELECTION DAY. 1. ON THE DAY OF A FEDERAL, STATE OR LOCAL ELECTION, AN EMPLOYEE ELIGIBLE TO VOTE IN THAT ELECTION IS ENTITLED TO TAKE UP TO TWO HOURS OFF WORK, WITHOUT LOSS OF PAY, IN ORDER TO VOTE. THE EMPLOYER MAY LIMIT SUCH TIME OFF TO THE HOURS AT THE BEGINNING OR END OF THE WORKDAY, AND MAY REQUIRE THE EMPLOYEE TO PRODUCE SOME PROOF OF VOTING IN ORDER TO RECEIVE PAY FOR THAT TIME OFF.

2. AFTER GIVING AT LEAST SEVEN DAYS NOTICE TO AN EMPLOYER, AN EMPLOYEE SHALL BE ENTITLED TO TAKE OFF WORK FOR THE ENTIRE DAY, WITHOUT PAY, ON THE DAY OF A FEDERAL, STATE OR LOCAL ELECTION IN ORDER TO SERVE AS AN ELECTION OFFICER OR POLL WATCHER, OR TO CAMPAIGN FOR ANY CANDIDATE OR BALLOT MEASURE.

3. NO EMPLOYER SHALL REFUSE AN EMPLOYEE THE RIGHT TO TAKE TIME OFF ON ELECTION DAY PURSUANT TO THIS SECTION, OR DISCHARGE OR THREATEN TO DISCHARGE AN EMPLOYEE OR SUBJECT AN EMPLOYEE TO A PENALTY, BECAUSE THE EMPLOYEE TRIES TO EXERCISE OR ENFORCE THIS RIGHT.

S 931. NOTICE TO EMPLOYEES. DURING THE FOURTEEN DAY PERIOD BEFORE EVERY STATEWIDE ELECTION, EVERY EMPLOYER SHALL KEEP POSTED CONSPICUOUSLY AT THE PLACE OF WORK, IF PRACTICABLE, OR ELSEWHERE WHERE IT CAN BE SEEN AS EMPLOYEES COME OR GO TO THEIR PLACE OF WORK, A NOTICE SETTING FORTH EMPLOYEES' RIGHTS UNDER THIS ARTICLE TO TAKE TIME OFF ON ELECTION DAY.

S 932. ENFORCEMENT. 1. THE DEPARTMENT SHALL PROMULGATE REGULATIONS TO ENFORCE THIS ARTICLE.

2. AN AGGRIEVED EMPLOYEE MAY FILE AN ACTION WITH A COURT OF COMPETENT JURISDICTION IN ORDER TO ENFORCE THE EMPLOYEE'S RIGHTS UNDER THIS ARTICLE.

S 4. This act shall take effect July 1, 2011.