



Release Time to Vote

POOL/PACT HR is publishing this important Alert regarding release time to vote. If you have any questions about how this may impact your employment policies or practices, please contact your HR Business Partner for more information.

This is a reminder that Nevada State Law provides, under certain circumstances, that an employee be released from work to vote. The specific provisions are contained in NRS 293.463 (see below).

NRS 293.463 Employees may absent themselves from employment to vote: Procedure; penalty.

1. Any registered voter may be absent from his or her place of employment at a time to be designated by the employer for a sufficient time to vote, if it is impracticable for the voter to vote before or after his or her hours of employment. A sufficient time to vote shall be determined as follows:
 - (a) If the distance between the place of such voter's employment and the polling place where such person votes is 2 miles or less, 1 hour.
 - (b) If the distance is more than 2 miles but not more than 10 miles, 2 hours.
 - (c) If the distance is more than 10 miles, 3 hours.
2. Such voter may not, because of such absence, be discharged, disciplined or penalized, nor shall any deduction be made from his or her usual salary or wages by reason of such absence.
3. Application for leave of absence to vote shall be made to the employer or person authorized to grant such leave prior to the day of the election.
4. Any employer or person authorized to grant the leave of absence provided for in subsection 1, who denies any registered voter any right granted under this section, or who otherwise violates the provisions of this section, is guilty of a misdemeanor.