



# Release Time to Vote

POOL/PACT Human Resources (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.

As election day nears, it is important to revisit [Nevada's statutory requirements](#) for employers to allow employees, who are registered voters, sufficient paid time off to vote on Election Day if it is impractical for them to vote before or after work. Early and mail-in voting options do not eliminate an employer's obligation to provide voter leave on Election Day.

Sufficient time off to vote is defined as:

- 1 hour: If the polling place is within 2 miles of the workplace.
- 2 hours: If the polling place is more than 2 miles but no more than 10 miles away.
- 3 hours: If the polling place is more than 10 miles away.

Employers can require advanced notice for leave, but the law does not state a specific amount of notice. However, employers may determine the time of day employees can take voter leave to ensure minimal disruption to business operations.

Again, voter leave time must be paid, and employees may not be discharged, disciplined, or penalized for using voter leave on Election Day.

For more information on voter leave and other HR topics, please contact your POOL/PACT HR Business Partner.