

# EMPLOYMENT LAW

## A L E R T

NEWS FOR THE CLIENTS AND FRIENDS OF BASS, BERRY & SIMS PLC

## It's Election Time!

October 17, 2008

Voter turnout for the 2008 Presidential Election on November 4<sup>th</sup> is expected to reach a record high. What does that mean for employers? Many employees will be asking whether they can be excused from work to go vote on Election Day. Tennessee law requires that if an employee's work schedule is such that the employee does not have time to vote before or after regular work hours, the employee must be excused (with pay) for a reasonable period of time, not to exceed three hours, to vote while the polls are open. If the employee's shift begins three hours or more after the polls open, or ends three hours or more before the polls close, there is no requirement to excuse the employee to vote. The employee requesting time off to vote must do so before noon on November 3<sup>rd</sup>. Employers can determine when to excuse employees to vote so as to cause the least disruption to their business operations.

If you have any questions about this or any other employee-related problem, please call one of the attorneys in our Labor and Employment Practice Area.

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