

# Election 2016: A Reminder About New York's Voting Leave Law and Posting Requirements

October 21, 2016



On November 8, 2016, voters across the country will cast their votes for president and vote in state and local elections. In New York, employers should ensure that they comply with New York's voting leave law. Under N.Y. Election Law § 3-110(1), employers must provide their employees with "sufficient time" for "any election" so that employees may vote.

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Employers also should be mindful that New York law requires the posting of a notice at least 10 *working* days prior to “every election.” The New York State Board of Elections’ sample poster can be found on its [website](#). New York law requires that every employer post this notice “conspicuously in the place of work,” and it must remain in place until the close of the polls on November 8, 2016. Given that New York law broadly requires this posting prior to “every election,” including primaries and off-year elections, New York employers may wish to include the election leave posting as part of their ongoing compliance posters.

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