



Michael A. Sciortino, Esq.  
Office of the General Counsel  
Direct: 1.585.242.1019  
Facsimile: 1.585.495.2056

[michael.sciortino@ehealthtechnologies.com](mailto:michael.sciortino@ehealthtechnologies.com)

## INTEROFFICE POSTING

**TO: All Staff**

**FR: Michael A. Sciortino, Esq.**

**RE: 2020 Election Law Notice**

**DATE: October 12, 2020**

---

Team:

Please be advised that New York Election Law Section 3-110, "Paid Leave to Vote" law, has been updated in New York State's Annual Budget Bill on April 3, 2020 as a result of the COVID-19 Pandemic. If an employee needs their shift adjusted to provide a window for ample voting time that meets their needs consistent the revised Election Law Section 3-110, please let Michelle Halloran or Michael Sciortino know. Consistent with Section 3-110(4) of the New York Election Law, the attached notice setting forth the voting time off has been conspicuously posted in the place of work where it can be seen by employees at least 10 days before a public election, and must remain posted until the polls close. This Notice is posted on our Bulletin Board, Paylocity, and Employee Website.

Consistent with Section 3-110 of the New York Election Law, to be entitled to voting time off, employees must be registered to vote and must provide at least two (2) business days' advance notice (but no more than ten (10) business days' notice) of the need for time off to vote. eHealth Technologies reserves the right to select your shift for the day including the hours you are excused to vote at either the beginning or end of your shift.

The General Election is November 3, 2020. Polling sites within your county are designated by the Board of Elections and are open from 6:00 a.m. through 9:00 p.m. for the General Election. Please contact your County and/or State Board of Elections for an Absentee Ballot and Early Voting Dates for the General Election. To accommodate voters who work full time, there are multiple voting sites open before Election Day starting Saturday, October 24, 2020 and continuing through Sunday, November 1, 2020. Please visit <https://voterlookup.elections.ny.gov/> for voting options.

Please contact Michelle Halloran or Michael Sciortino with any questions you may have, or to request voting time off.

Michael.

## New York State Election Law (As amended by Chapter 56 of the Laws of 2020)

§ 3-110. Time allowed employees to vote. 1. If a registered voter does not have sufficient time outside of his or her scheduled working hours, within which to vote on any day at which he or she may vote, at any election, he or she may, without loss of pay for up to two hours, take off so much working time as will, when added to his or her voting time outside his or her working hours, enable him or her to vote.

2. If an employee has four consecutive hours either between the opening of the polls and the beginning of his or her working shift, or between the end of his or her working shift and the closing of the polls, he or she shall be deemed to have sufficient time outside his or her working hours within which to vote. If he or she has less than four consecutive hours he or she may take off so much working time as will, when added to his or her voting time outside his or her working hours enable him or her to vote, but not more than two hours of which shall be without loss of pay, provided that he or she shall be allowed time off for voting only at the beginning or end of his or her working shift, as the employer may designate, unless otherwise mutually agreed.

3. If the employee requires working time off to vote the employee shall notify his or her employer not more than ten nor less than two working days before the day of the election that he or she requires time off to vote in accordance with the provisions of this section.

4. Not less than ten working days before every election, every employer shall post conspicuously in the place of work where it can be seen as employees come or go to their place of work, a notice setting forth the provisions of this section. Such notice shall be kept posted until the close of the polls on election day.

**ATTENTION ALL EMPLOYEES**  
**TIME ALLOWED EMPLOYEES TO VOTE ON ELECTION DAY**  
N.Y. ELECTION LAW SECTION 3-110<sup>1</sup> STATES THAT:

- IF YOU DO NOT HAVE 4 CONSECUTIVE HOURS TO VOTE, EITHER FROM THE OPENING OF THE POLLS TO THE BEGINNING OF YOUR WORKING SHIFT, OR BETWEEN THE END OF YOUR WORKING SHIFT AND THE CLOSING OF THE POLLS, YOU MAY TAKE OFF UP TO 2 HOURS, WITHOUT LOSS OF PAY, TO ALLOW YOU TIME TO VOTE IF YOU ARE A REGISTERED VOTER.
- YOU MAY TAKE TIME OFF AT THE BEGINNING OR END OF YOUR WORKING SHIFT, AS YOUR EMPLOYER MAY DESIGNATE, UNLESS OTHERWISE MUTUALLY AGREED.
- YOU MUST NOTIFY YOUR EMPLOYER NOT LESS THAN 2 DAYS, BUT NOT MORE THAN 10 DAYS, BEFORE THE DAY OF THE ELECTION THAT YOU WILL TAKE TIME OFF TO VOTE.

Revised 4.14.2020

---

<sup>1</sup> Employers: Not less than ten working days before any Election Day, every employer shall post conspicuously in the place of work where it can be seen as employees come or go to their place of work, a notice setting forth the provisions of this law. Such notice shall be kept posted until the close of the polls on Election Day.