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LEGISLATIVE ACTION ALERT

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PA House Bill 220 “Your Vote Shouldn’t Cost Your Job”

House of Representatives
Session of 2023 - 2024 Regular Session

MEMORANDUM

Posted: December 8, 2022 09:31 AM

From: [Representative MaryLouise Isaacson](#)

Voting to choose who represents us is a powerful and fundamental right in our country. Still, many people, due to the demands of their work schedule, are unable to find time to vote. When faced with the opportunity to vote, and the necessity of providing for themselves and their family, most people must choose the latter.

It doesn't need to be this way. My bill will authorize two hours of time off work on an election day if an employee does not have enough time to vote before or after work. Leave from work to vote could be provided at the beginning or end of the regular

workday, or at a different time that both the employer and employee agree upon. Employees would be required to provide adequate notice of leave before taking time off, and employers may request a proof of voting or the attempt to vote from the employee.

Democracy is at its best when more people participate. Employees should be able to vote without compromising their livelihoods or disrupting normal business operations. I believe that this simple and commonsense legislation would accomplish this.

The following apply:

- (1) An employer is only required to allow for a total of two hours of time off for voting by an employee **without loss of pay.**
- (2) Time off for voting shall be at the beginning or end of the regular working shift, whichever allows the most free time for voting and the least time off from the regular working shift, unless a different time is otherwise mutually agreed to by the employer and employee.

An employer that refuses an employee time off to vote as required under this article, subjects an employee to a penalty or deduction of wages because of the exercise of the right to time off work to vote or directly or indirectly violates this article shall be subject to a fine of not less than \$100 no more than \$500 for each violation.

