



Client Alert



ARMSTRONG TEASDALE LLP  
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## MISSOURI'S VOTING LEAVE LAW

Election Day is November 4, 2008. Under Missouri's voting leave law, an employer may be required to give an employee up to three hours paid time off work to vote and employers are prohibited from disciplining, firing or threatening to fire an employee for taking time off work to vote. Here is how the law works.

In Missouri, polling places are open from 6 a.m. to 7 p.m. If an employee is scheduled to work from 8 a.m. to 6 p.m., that employee does not have three successive hours to vote. In this example, the employer has three options to comply with the law. The employer could allow the employee to start work at 9 a.m. This option would give the employee one hour of paid leave while providing three successive hours (from 6 a.m. to 9 a.m.) to vote. Or, the employer could allow the employee to leave work at 4 p.m. This option would give the employee two hours of paid leave and allow three consecutive hours to vote. Of course, the employer could give the employee three hours of paid leave during the middle of the employee's workday. If the employee is scheduled to work from 6 a.m. to 3:30 p.m. on Election Day, the voting leave law would not apply because the employee already has three successive non-working hours in which to vote.

**It is important to note that if an employee wants to take time off to vote, the employee must request time off to vote prior to Election Day. In addition, the employer may designate the time that the employee is given off from work.**

For more information you can contact Dan O'Toole in the St. Louis office or John Vering in the Kansas City office or the Employment and Labor attorney with whom you normally work.

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