



JOIN OUR Time-Off for Democracy Project!

During 2008, WomenVote PA launched a campaign called Time-Off for Democracy to encourage all employers to consider adopting policies that would allow flexible work schedules on Election Day. By adopting such policies, employers are leading by example in showing how important it is to be civically engaged in our communities and to participate in our democracy.

Facts:

- Nationally only 60% of eligible voters cast their ballots during Presidential Elections¹
- In 2006, there were 981,701 single females who did not register to vote in Pennsylvania²
- Of those women who were registered, 516,221 unmarried women decided not to vote³
- Unmarried women currently represent 25% of the electorate, that is 1 out of 4 voters⁴
- Pennsylvania ranks 27th out of 50 states in terms of voter turnout, and of the 26 states with higher voter turnout, 10 of them have either mail-in ballots or same day voter registration⁵

If your business or organization is interested in creating Time-Off for Democracy in the workplace, please consider adding the following to your Personnel Manual, **and feel free to change it to fit your needs.**

Time-Off for Democracy Policy (proposed employee policies)

1. On the day of a federal, state, or local election, an employee eligible to vote in that election may take up to two hours off work, **without loss of pay**, in order to vote. The time off may be limited to the hours at the beginning or end of the workday, and may require the employee to produce proof of voting to receive pay for that time off. Employees wishing to participate in this policy should receive permission to do so from their supervisor. Supervisors should do all that they can to permit this request.
2. After giving at least seven (7) days notice, and with approval of their supervisor, employees may take off the entire day, **without pay**, on the day of a federal, state, or local election in order to serve as an election officer or poll watcher, or to campaign for any candidate or ballot measure.
3. During the 14 days before every statewide election, employees will be notified through postings and/or memorandums of the Time-Off on Election Day policy for employees.

For more information on joining our Time-Off for Democracy initiative, call Barbara DiTullio at 215-928-9801 x5767 or send an email to bditullio@womenvotepa.org.

¹ Pew Center on the States, *40 Percent Democracy* (http://www.pewcenteronthestates.org/trends_detail.aspx?id=31674)

² Women's Voices, Women Vote, <http://www.wvww.org> (United State Map, Pennsylvania).

³ Ibid.

⁴ *Unmarried America 2007*, Lake Research Partners, Women's Voices Women Vote, <http://www.wvww.org>.

⁵ *2004 Voting-Age & Voting Eligible Population Estimates and Voter Turnout*, Dept. of Public & International Affairs, George Mason University (http://elections.gmu.edu/Voter_Turnout_2004.htm); and reference for state voting methods based on U.S. Census (http://media.hoover.org/documents/fact4552956_fig2.pdf).