



Mark Ritchie

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## MINNESOTA SECRETARY OF STATE

September 4, 2008

To: All Minnesota Employers

From: The Office of the Secretary of State

Re: Time Off for Voting on Election Day

The Office of the Secretary of State is writing to ask that employers encourage employees to vote in the upcoming elections. Encouraging employees to vote is an excellent way to promote civic engagement and support our democracy.

Additionally, this office would like to remind all employers in Minnesota that **by law employees must be granted time off to vote on the morning of state elections without a reduction in their pay.** The applicable statute is as follows:

**204C.04 EMPLOYEES; TIME OFF TO VOTE.**

Subdivision 1. **Right to be absent.** Every employee who is eligible to vote in an election has the right to be absent from work for the purpose of voting during the morning of the day of that election, without penalty or deduction from salary or wages because of the absence. An employer or other person may not directly or indirectly refuse, abridge, or interfere with this right or any other election right of an employee.

Subd. 2. **Elections covered.** For purposes of this section, "election" means a regularly scheduled state primary or general election, an election to fill a vacancy in the office of United States senator or United States representative, or an election to fill a vacancy in the office of state senator or state representative.

Subd. 3. **Penalty.** A person who violates this section is guilty of a misdemeanor, and the county attorney shall prosecute the violation.

The dates for the Primary and General Election this year are as follows:

**September 9, 2008—Primary**

**November 4, 2008—General Election**

I appreciate your cooperation in this matter and thank you in advance for helping to make sure that every eligible Minnesotan wishing to vote is able to cast a ballot.

Sincerely,

A handwritten signature in cursive script that reads "Mark Ritchie".

MARK RITCHIE  
Secretary of State