



TIME OFF TO VOTE

POLLS ARE OPEN FROM 7:00 A.M. TO 8:00 P.M. EACH ELECTION DAY

If you are scheduled to be at work during that time and you do not have sufficient time outside of working hours to vote at a statewide election, California law allows you to take up to two hours off to vote, without losing any pay.

You may take as much time as you need to vote, but only two hours of that time will be paid.

Your time off for voting can be only at the beginning or end of your regular work shift, whichever allows the most free time for voting and the least time off from your regular working shift, unless you make another arrangement with your employer.

If three working days before the election you think you will need time off to vote, you must notify your employer at least two working days prior to the election.

Tobacco Smoking

Tobacco smoke contains chemicals known to the State to cause cancer.

Most places of employment and owner-operated businesses within the state of California must comply with the tobacco smoking provisions of California Labor Code Section 6404.5. This Facility has adopted the following smoking policies as required by law:

- This business is owner-operated (has no employees, independent contractors, or volunteers) and the owner-operator is the only worker. The worker shall not knowingly or intentionally permit, or engage in, the smoking of tobacco products at a place of employment or in an enclosed space.
- This business has employees and may permit any nonemployees access to the place of employment. The following clear and prominent signs have been posted:
 - Where smoking is prohibited throughout the building or structure, a sign stating "No smoking" is located at each entrance to the building or structure.
 - Where smoking is permitted in designated areas of the building or structure, a sign stating "Smoking is prohibited except in designated areas" is located at each entrance to the building or structure.
- This business is/contains one of the following "places of employment" and does not fall within the guidelines of Section 6404.5:
 - twenty percent of the guestroom accommodations in a hotel, motel, or similar transient lodging establishment;
 - a retail or wholesale tobacco shop or private smokers' lounge;
 - a cab of a motortruck or truck tractor when non-smoking employees are not present;
 - a theatrical production site, if smoking is an integral part of the story in the theatrical production;
 - a medical research or treatment site, if smoking is integral to the research and treatment being conducted;
 - a private residence, except those licensed as family day care homes where smoking is prohibited; or
 - a patient smoking area in a long-term health care facility.

Section 6404.5 does not prohibit an employer or owner-operator of an owner-operated business from prohibiting smoking of tobacco products in an enclosed place of employment or owner-operated business for any reason.

To receive a copy of California Labor Code Section 6404.5, please contact your designated employee representative or the local county health department.