
Texas Time Off to Vote

Question: Am I required to give my employees time off to vote?

Texas employers must allow employees paid time off to vote without loss or reduction of any employment benefit if the employees do not have two consecutive hours to vote outside of working hours. Employers are also prohibited from threatening to penalize an employee if he or she takes time off to vote (TX Elec. Code Sec. 276.004).

Public Employees

State agencies must allow employees sufficient time off, with pay and without a deduction in accrued leave, to vote in each national, state, or local election (TX Gov. Code Sec. 661.914).

Political Conventions

Employers must allow employees to take time off from work to attend a precinct convention in which they are eligible to participate or to attend a state convention to which the employee is a delegate. Employers are not required to pay for the time taken off to attend conventions. The law prohibits employers from taking or threatening to take adverse employment action against employees who take time off for these purposes (TX Elec. Code Sec. 161.007).

Political Contributions

Texas law prohibits unions and corporations from contributing to political campaigns and from making political contributions or expenditures in connection with recall elections (TX Elec. Code Sec. 253.094).

Retaliation for Political Activity

It is a felony to threaten an employee in order to find out how that employee voted or to retaliate against an employee for his or her vote (TX Elec. Code Sec. 276.001)