

1 HOUSE BILL NO. 448

2 INTRODUCED BY M. FUNK

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4 A BILL FOR AN ACT ENTITLED: "AN ACT REQUIRING THAT EMPLOYEES BE GIVEN PAID LEAVE ON
5 ELECTION DAY TO VOTE AT POLLING PLACES."

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7 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

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9 NEW SECTION. **Section 1. Employee time off to vote.** (1) Except as provided in subsection (2), on
10 election day for polling place elections, an employee must be allowed at least 2 hours of paid leave from
11 scheduled work hours to vote. The 2 hours of paid leave must be provided at the convenience of the employer
12 but in consideration of time the employee will reasonably need to travel to the polling location.

13 (2) Subsection (1) is not applicable:

14 (a) on the state general election day designated as a holiday under 1-1-216 if the employee is already
15 receiving paid leave; or16 (b) if the employee is scheduled to work fewer than half of the hours during which polls are open under
17 13-1-106.

18 (3) For purposes of this section, "employee" has the meaning provided for in 39-3-201.

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20 NEW SECTION. **Section 2. Codification instruction.** [Section 1] is intended to be codified as an
21 integral part of Title 39, chapter 2, part 1, and the provisions of Title 39, chapter 2, part 1, apply to [section 1].

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