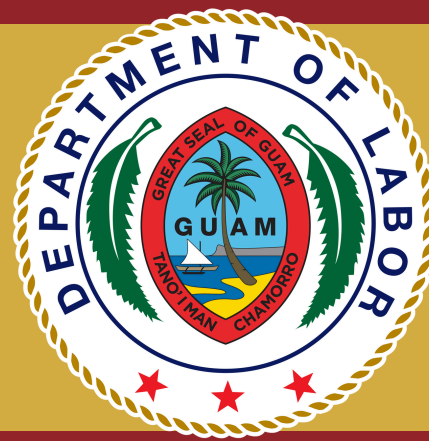




VIOLATION OF AN EMPLOYEE'S RIGHT TO VOTE



LAWS PERTAINING TO ELECTIONS HELD ON GUAM

NOT APPLICABLE FOR EARLY VOTING

3 GCA §9125

Leave of Absence from Employment to Vote

(a) Every voter shall be **entitled, on the day of every election** at which he/she is entitled to vote, to absent himself/herself from service or employment in which he or she is then engaged/employed for **two (2) consecutive hours between the time of opening and closing of the polls.**

The voter **shall not be liable** to any penalty, **nor shall any deduction be made** on account of such absence, from his/her usual salary/wages, **nor shall the voter be suspended/discharged** from his/her service/employment.

Any violation of this provision shall be reported to the Guam Department of Labor for enforcement, and may subject an employer to pay a fine.

(b) A voter who unilaterally absents him/herself from employment for the purpose of voting **shall provide to his/her employer evidence** from GEC that he/she had voted during the hours of his/her absence.

Penalties

Employers found to be in violation may be subject to fines of up to \$1,000 per violation.

GUAM DEPARTMENT OF LABOR

WHD
WAGE & HOUR DIVISION



**For additional information or to file a complaint:
(671) 475-8077 OR (671) 475-8079**

Email: wage.questions@dol.guam.gov

Website: dol.guam.gov/compliance/whd