



## What is Nonprofit Staff Vote?

Nonprofit Staff Vote is a nonpartisan, joint campaign encouraging nonprofit employers to offer employees time off to vote on or before Election Day. Almost 3/5 of states require employers to provide some form of time off for their staff to vote (see chart on page 5), but organizations may go above and beyond state requirements to ensure their employees don't have to decide between a paycheck and voting. We have sample policies, information on state rules, communications assets and more to help nonprofits participate and staff vote.

## Who should join Nonprofit Staff Vote?

Any organization that will provide time off for voting is [invited to join](#) whether you're updating your policy this year or have a history of providing time off. While we encourage organizations to offer paid time off, organizations offering unpaid time may join as well. As a Nonprofit Staff Vote supporter, you'll be one of the many nonprofits stepping up to give employees time off to vote during early voting or on Election Day.

## Flagship Partners of Nonprofit Staff Vote:

Coalition on Human Needs	Nonprofit VOTE
Council on Foundations	PACE
Habitat for Humanity	United Philanthropy Forum
Independent Sector	United Way Worldwide
National Alliance on Mental Illness	Volunteers of America
National Council of Nonprofits	YMCA

Nonprofit Staff Vote is an initiative for nonprofit organizations, but we encourage for profit entities to join [Time to Vote](#), a business-led movement and counterpart to Nonprofit Staff Vote.

## Take Action:

1. Review or [update your current policies](#) to provide staff time to vote
2. Inform your staff about the policy and provide information on how to vote and why it matters to your organization (see templates below)
3. Recruit your network members and allied organizations to [join you](#)

BONUS: If you live in a state that requires employers to give time off, inform the people you serve about their rights.

## Resources

Still crafting your time off to vote policy? See some [examples of time off to vote policies](#).



Hang [posters](#) in your community or at an upcoming event! AIGA and Nonprofit VOTE partnered to bring [cool designs](#) to your voter engagement efforts.

## Message Templates

### *Email or Letter to Internal Staff (Send 2-3 weeks ahead of Election Day)*

Dear **[Name of Recipient]**,

We are proud to announce that our organization offers **[insert paid or unpaid]** time off to vote on or before Election Day! Read our full time off to vote policy here: **[insert policy language]**.

**Don't forget to prepare before you vote!** Here are some ways you can make sure you are ready to cast a ballot for the election on November 8.

- [Look up your polling location](#)
- [Know what's on your ballot](#)
- [Know what identification you need to vote](#)
- Bring a friend to the polls!

Sincerely,

**[Organization Signature]**

### *Recruitment Email/Letter to Partners*

Dear **[contact at partner organization]**,

Important midterm elections are around the corner. **[Sender's organization]** has joined Nonprofit Staff Vote, an initiative launched by Nonprofit VOTE to encourage nonprofits across the country to provide paid time off for their staff to vote in the upcoming elections. Staff at our organization are entitled to [your time off to vote policy]. Considering that many nonprofit organizations across the country encourage their local communities to vote, it is important that we don't forget to encourage our own staff to vote as well!

As a trusted partner, we encourage you to sign up for this free, nonpartisan initiative to demonstrate our community's commitment to democracy. [Please visit Nonprofit VOTE's website and complete the form in less than a minute.](#) You will receive additional

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resources after you register. If you need further assistance, please don't hesitate to contact Nonprofit VOTE directly at [info@nonprofitvote.org](mailto:info@nonprofitvote.org).

Sincerely,

[Sender's Signature]

## ***Text or Slack Message for employees***

Reminder that [insert organization] allows employees to take [# of hours] hours of [paid or unpaid] time off to vote. [Add details about requesting time off here]. Learn more about the voting process at [nonprofitvoter.org](http://nonprofitvoter.org).

## **Social Media Content for Your Use**

The following resources below are available for you to use on your social media platforms. We encourage their use on your platforms to inform your staff about your policy, highlight how your organization is committing to protecting our democracy, and encourage the members of your community to vote.

Link for the Nonprofit Staff Vote graphics below:

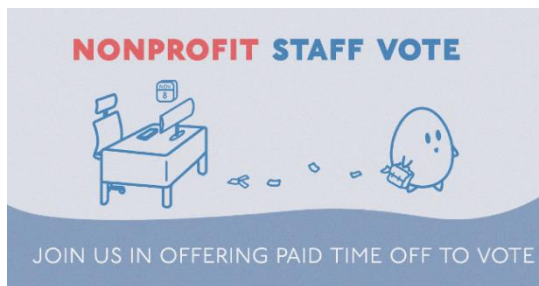
[https://www.dropbox.com/sh/nnsoc80e4uma36i/AABXryw\\_Ek6aYzvm5U1p3opTa?dl=0](https://www.dropbox.com/sh/nnsoc80e4uma36i/AABXryw_Ek6aYzvm5U1p3opTa?dl=0)

## ***Facebook Posts***

### ***Post 1 (1-3 weeks before Election Day):***

Offering PTO to vote for employees gives them the opportunity to vote without choosing between voting and their paycheck. That's why we're proud to offer it to all our staff.

Ask your employer if they offer paid time off to vote and make sure you're ready to vote by November 8. #NonprofitStaffVote #VoteReady



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## **Post 2 (1 day to 1 week ahead of the election):**

**Don't forget to prepare before you vote!** Here are some ways you can make sure you are ready to cast a ballot for the election on November 8.

Look up your registration status or polling location: <https://www.nonprofitvoter.org/>

Know what's on your ballot: <https://www.vote411.org/>

Know what identification you need to vote: <https://www.voteriders.org/staterules/>

Bring a friend to the polls!

## **Twitter or Instagram Post**

### **Post 1:**

Offering paid time off to vote for employees gives them the opportunity to vote without having to choose between voting and their paycheck. That's why we're proud to offer it to all our staff! #NonprofitStaffVote #VoteReady



### **Post 2:**

**Don't forget to prepare before you vote!**

Look up your registration status or polling location: <https://www.nonprofitvoter.org/>

Know what's on your ballot: <https://www.vote411.org/>

Know what identification you need to vote: <https://www.voteriders.org/staterules/>

Bring a friend to the polls!



**Webinar Chat**

While you're waiting for the conversation to start, make sure you're ready to vote on or before the November 8 election! Check out <https://www.nonprofitvoter.org/> for more information.

**Key Facts about Voting During Work Hours**

State	Time off?	Paid?	Length*
Alabama	Yes	No	One hour
Alaska	Yes	Yes	–
Arizona	Yes	Yes	Three hours
Arkansas	Yes	No	–
California	Yes	Yes	Up to two hours
Colorado	Yes	Yes	Up to two hours
Connecticut	No	–	–
Delaware	No	–	–
Florida	No	–	–
Georgia	Yes	Yes	Up to two hours
Hawaii	Yes	Yes	Two hours
Idaho	No	–	–
Illinois	Yes	No	Two hours
Indiana	No	–	–
Iowa	Yes	Yes	Up to two hours
Kansas	Yes	Yes	Up to two hours
Kentucky	Yes	No	Four hours
Louisiana	No	–	–
Maine	No	–	–
Maryland	Yes	Yes	Two hours
Massachusetts	Yes	No	First two hours of polls being open
Michigan	No	–	–
Minnesota	Yes	Yes	–
Mississippi	No	–	–
Missouri	Yes	Yes	Three hours
Montana	No	–	–
Nebraska	Yes	Yes	Up to two hours
Nevada	Yes	Yes	One to three hours
New Hampshire	No	–	–
New Jersey	No	–	–

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New Mexico	Yes	Yes	Two hours
New York	Yes	Yes	Two hours
North Carolina	No	–	–
North Dakota	No	–	–
Ohio	Yes	Salaried	–
Oklahoma	Yes	Yes	Two hours
Oregon	No	–	–
Pennsylvania	No	–	–
Rhode Island	No	–	–
South Carolina	No	–	–
South Dakota	Yes	Yes	Two hours
Tennessee	Yes	Yes	Up to three hours
Texas	Yes	Yes	–
Utah	Yes	Yes	Two hours
Vermont	No	–	–
Virginia	No	–	–
Washington	No	–	–
West Virginia	Yes	Yes	Up to three hours
Wisconsin	Yes	No	Up to three hours
Wyoming	Yes	Yes	One hour