

Employer FAQ

10 questions every Oklahoma employer asks before talking to their team about SQ 832.

Q1 Can I tell my employees what SQ 832 is?

Yes. Share the facts about what the measure does. You cannot tell employees how to vote or suggest their job depends on their vote.

Q2 Do I have to give employees time off to vote?

Yes. Every employee gets 2 hours of paid time off to vote on June 16. No conditions, no eligibility hoops. Everyone gets it.

Q3 What if I only have 2 or 3 employees?

Everyone gets 2 paid hours. Business size does not matter. Give every employee the time.

Q4 What if an employee is upset about my communication?

Acknowledge without arguing: "I am not telling you how to vote. I am making sure you have the facts and the time to decide for yourself."

Q5 Can I require employees to show proof they voted?

You can ask for proof. But the goal here is to encourage voting, not to police it. Keep the focus on making it easy, not on verification.

Q6 What if an employee supports SQ 832?

That is entirely their right. Give them the 2 hours. Your job is to make sure everyone votes — however they vote.

Q7 Can I get in legal trouble for this?

Not if you follow this kit. Sharing factual information and giving paid time to vote is both legal and the right thing to do. The risk only arises if you threaten or coerce.

Q8 Do I need to put anything in writing?

Yes — sign the policy in Doc 3. One page, takes 2 minutes, gives everyone clarity and gives you a paper trail.

Q9 What exactly does SQ 832 do?

Raises Oklahoma minimum wage from \$7.25 to \$15/hr by 2029, then ties future increases to the CPI-W inflation index with no ceiling. Oklahoma Chamber projects \$22-\$27/hr over a 15-year window.

Q10 When do I need to have all of this done?

Before June 16. Post materials and send your team message at least 2 weeks before the election so employees have time to register and plan.