

Oklahoma Employer Legal Guide

What you can and cannot do when communicating with employees about voting and SQ 832.

THE RULES AT A GLANCE

YOU CAN	YOU CANNOT
Share factual information about what SQ 832 does	Tell employees how to vote or which way to decide
Give every employee 2 paid hours to vote	Threaten employees with job consequences for their vote
Post voter information in common areas	Condition pay, hours, or benefits on voting choices
Answer questions about the measure factually	Retaliate against any employee for their voting activity

COMMON SCENARIOS

Scenario: My employee works 9 AM to 5 PM. Do they still get the 2 hours?

Yes. Every employee gets 2 hours, as long as they notify you 2 days in advance.

Scenario: An employee says they already voted early. Do they still get paid leave?

Early voters have already exercised their right. No additional leave is required.

Scenario: Can I tell my employees I personally oppose SQ 832?

Yes. As the owner you can share your view. What you cannot do is suggest their job depends on agreeing with you.

Scenario: Can I post materials in the break room?

Yes. Factual voting information — including information about SQ 832 — in common areas is legal and encouraged.

Scenario: A part-time employee wants the 2 hours. Do they get it?

Yes. Every employee gets 2 hours, unless their shift starts 3 or more hours after polls open or ends 3 or more hours before they close.

Scenario: What is the penalty for not giving employees time to vote?

Oklahoma employers who deny legally required voting leave face fines of \$50 to \$100 per violation. More importantly, it is the wrong thing to do.

This document is a plain-language summary for informational purposes and does not constitute legal advice. For guidance specific to your business, consult a licensed Oklahoma employment attorney.