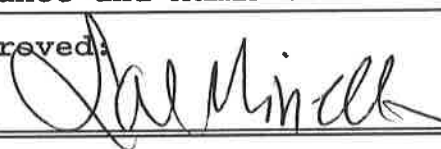


AUSTIN PEAY STATE UNIVERSITY
POLICIES AND PROCEDURES MANUAL

Policy Number: 5:058	Supersedes Policy Number: 5:058
Date: November 13, 1998	Dated: December 6, 1993
Subject: Voting Leave	
Initiating Authority: Vice President for Finance and Administration	TBR Policy/Guideline Reference: 5:01:01:12
Approved:  President	

It is the policy of Austin Peay State University to provide employees time off to vote in state, national, and local elections and to establish a procedure for reporting the time missed from work.

Employees who are registered voters may receive reasonable time off to vote if they request such time off before 12:00 noon the day before the election. The supervisor may specify the hours during which the employee may be absent to vote, and the time off may not exceed three hours. No time off will be granted if the polls in the county where the employee is a resident are open three (3) or more hours before the employee is scheduled to begin work or if the polls close three (3) or more hours after the employee's work schedule ends.

Time off to vote shall be recorded as non-duty pay hours and will be reported on HRS time sheets using Code 315, Voting Leave. Time off to vote is considered for non-exempt employees as non-worked time when calculating overtime.

In accordance with Public Chapter 741, which amended TCA §2-9-103, any full-time employee appointed by a county commission to work part-time as a voting machine technician shall be granted unpaid leave for the day(s) required for the technician's duties. Supporting documentation may be required by the appropriate approving authority for the period of duty.

An employer may not require the employee to use accrued annual leave and/or compensatory time for this period. However, either may be used at the employee's option.