



POLICY: Team Member Voting Rights

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| <i>Original Implementation Date:</i> | 10/2016 | <i>Date Reviewed/ Revised:</i> | 3/25/20 | <i>Area of Responsibility:</i> | Human Resources | <i>Version:</i> | 2 |
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PURPOSE: In compliance with Arizona law, Sun Health provides team members with time to exercise their voting rights, which in some limited cases, may include time off with pay to vote.

POLICY: Sun Health is required to provide team members with enough time on an election day to exercise their voting rights, which by law is defined as three (3) consecutive hours to vote between either the opening of the polls and the start of a team member’s shift or the end of his or her shift and the closing of the polls.

Team members who would not meet this criteria must talk with their supervisor as soon as possible, but no later than the day before the election to develop the appropriate plan in compliance with the above standards. Supervisors should make every effort to communicate with staff prior to any election to determine how to comply with the legal and policy requirements. Sun Health may specify the hours a team member can leave to vote.