

GEORGIA

Georgia Passes Early Voting Leave, Extends Kin Care Leave

Georgia has [expanded](#) its employee voting leave law to provide time off for early voting, and it has [repealed](#) the expiration of the state law that lets employees use sick leave to care for family members. The new voting leave provisions take effect July 1, 2023, while the extension of kin care leave became effective May 1.

Voting Law Amendments

Georgia law already provided two hours of leave for employees to vote on election day in any municipal, county, state or federal political party primary or election for which the employee is qualified and registered to vote. The amendments allow employees to take the leave on a day designated for advance in-person voting instead.

Additionally, the amendments, passed May 4, change the law to allow voting leave even for employees whose work time begins two hours after polls open or ends two hours before polls close. The law had barred these employees from the leave. Employers are still permitted to specify the hours during which employees may take the leave.

Kin Care Extension

Under Georgia's kin care [law](#), employees may use up to five days of any paid sick leave they have earned under an employer policy to care for an immediate family member. The law applies to employees who work at least 30 hours per week and to employers with at least 25 employees. "Immediate family member" means the employee's child, spouse, grandchild, grandparent, parent or any dependents shown in the employee's most recent tax return.

The recent amendment, passed May 1, repealed the kin care law's expiration date of July 1, 2023.

Important Dates

May 1, 2023

The repeal of the sunset date for kin care law took effect.

July 1, 2023

Employee leave for early voting takes effect.

Georgia law does not require employers to provide paid sick leave.

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