

UAB and UAB Medicine faculty and staff,

UAB is committed to supporting our campus community's participation in the **Nov. 3 general election**. Because COVID-19 may require more planning and time to vote safely, we ask UAB and UAB Medicine supervisors and instructors to be flexible with Election Day schedules.

### **Classroom Attendance and Activity**

We encourage instructors to allow students in face-to-face, hybrid or synchronous online classes to be excused to vote (e.g., consider asynchronous remote learning activities), when the accommodation can be reasonably made on Election Day. Instructors should communicate with students directly about whether they are allowing this accommodation and, if so, how students can request it. Instructors may move quizzes/tests/projects scheduled for this day when possible and not disruptive to the course.

### **Employee Schedules**

Alabama law requires employers to grant employees up to one hour of unpaid leave to vote in any election. Supervisors at UAB and UAB Medicine are asked to address employee schedules with additional flexibility as reasonable on Nov. 3. Employees are asked to make requests related to work schedules as soon as possible to allow adequate planning. Supervisors are asked to coordinate schedules of employees requesting time off to meet operational/staffing needs.

- Employees may request permission from their supervisors to begin work late or to end the workday early or request to use
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paid time off if their work schedule interferes with the voting hours on Election Day.

- Non-exempt employees can use paid time off per hour. Exempt employees should use paid time off in half-day increments.

Contact your Human Resources consultant with questions.

### **Voting Resources**

- **[Alabama Votes, The State of Alabama's Official Election Center](#)**
  - **[Voter registration](#)** including **[online registration](#)**
  - **[Absentee voting](#)** (deadline to apply is Oct. 29)
  - **[Find your polling place](#)**
  - **[Alabama COVID-19 voting resources](#)**

UAB partner GivePulse is collaborating with TurboVote on a resource to encourage voter participation and simplify registration. See tools that break down barriers to voting at **[TurboVote.org](#)**.

We hope this information is helpful as you make your voice heard.

Go, Blazers. Go Vote.

Ray Watts, President

Reid Jones, UAB Medicine CEO

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