



Barcelona, June 5, 2024

WHAT ARE THE ALLOWANCES FOR WORKERS TO TAKE PART IN THE EUROPEAN ELECTIONS OF JUNE 9TH, 2024?

On May 23rd, the Diari Oficial de la Generalitat de Catalunya (DOGC) published ORDEN EMT/112/2024, which establishes the necessary instructions for the participation of workers in the elections for members of the European Parliament on June 9th, 2024, specifying the following:

1. Paid leave of up to 4 hours

On June 9th, companies must grant workers, who are eligible voters and do not have a weekly rest on that date, and whose work schedule partially or completely overlaps with the opening hours of the polling stations (9:00 AM to 8:00 PM), **paid leave of up to 4 hours within the workday**. The number of hours of leave will be determined based on the portion of the work schedule that coincides with the opening hours of the polling stations:

<i>Hours of the workday that overlap with the polling station opening hours</i>	<i>Hours of non-recoverable paid leave</i>
4 hours or more	4 hours
Between 2 hours and less than 4 hours	2 hours
Maximum 2 hours	Without permission

Workers whose workday does not fall within the polling station opening hours will not be entitled to any leave.

2. Non-recoverable

The mentioned leave is non-recoverable and will be paid with the same salary the worker would have received if they had worked.

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4 hours or more	4 hours



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Maximum 2 hours	Without permission

3. The company decides when the leave is used.

The determination of when the voting leave hours are used is at the discretion of the company and must always coincide with the polling station opening hours.

4. The company may request proof of having voted.

The employer has the right to request a certificate of proof of voting, issued by the corresponding electoral board, from all workers who have been granted leave. There is also leave for postal voting.

If workers have to perform their duties away from their usual residence on election days, preventing them from voting on June 9th, they are entitled to paid leave of up to 4 hours to personally request the certification of electoral roll registration in order to vote by mail. This leave can be taken until May 30th, 2024.

5. Workers summoned to the electoral board.

For workers who have been summoned to be part of an electoral board or who can prove their status as a polling station officer, if June 9th does not coincide with their weekly rest, they are entitled to:

- On the voting day, a non-recoverable paid leave for the entire workday.
- On the day following the election, a non-recoverable paid leave for the first 5 hours of the workday.

If June 9th coincides with their weekly rest, they are entitled to a paid leave for the first 5 hours of the workday on the following day.

These leaves are paid and non-recoverable, and the worker must justify their role as a member of the electoral board or polling station officer.

Workers who can prove their status as polling station agents are entitled to a non-recoverable paid leave for the entire workday.

If any workers who are members of an electoral board, polling station officers, or agents have to work the night shift immediately before the election day, the company must grant a shift change, upon the worker's request, so they can rest the night before the elections.

We are at your disposal for any clarification or comments in this regard.



Best regards,

Baa Team

Labor Department