**Fringe Benefits and Hours**

**New York State Election Law Section 3-110 states that:**

$3-110. Time allowed employees to vote.

1. A registered voter may, without loss of pay for up to three hours, take off as much time as he or she shall need to vote, or to have any person act as his or her proxy and vote on his or her behalf, at any primary or at any election. Provided, however, that “voter” shall not, for the purposes of this article, include any person who is not of the age of majority, an officer, employee, contractor, consultant, or agent of the person for whom the vote is being cast.

2. The employee shall be allowed time to vote at the place of work, or at any other place designated by the employer.

3. If the employee requires working time off to vote, the employer shall notify the employee in advance of the time at which the election is to be held and shall make the necessary arrangements for the employee or any person designated by the employee to vote at any time designated by the employer.

4. Not less than ten working days before the election, the employer shall give to each employee a notice setting forth the provisions of this section. Such notice shall be kept posted until the close of the polls on election day.

**New York Correction Law Article 23-A**

**752. Unfair discrimination against persons previously convicted of one or more criminal offenses.**

Any person whose conviction of one or more criminal offenses, unless:

(a) The result of an arrest that was later dismissed without penalty, and the person was not convicted of a crime.

(b) The specific duties and responsibilities of the employment, a public agency or private employer otherwise would require the possession or use of a dangerous weapon.

(c) The legitimate interest of the public will be served by disqualification.

(d) The license was issued to the applicant, which certificate shall give consideration to a certificate of relief from conviction under section seven hundred fifty-two of this chapter, or to any license or employment held by the individual's having been previously convicted.

(e) The legitimate interest of the public will be served by disqualification.

(f) The individual's having been previously convicted of one or more criminal offenses.

(g) The individual's having been previously convicted of one or more criminal offenses in this state or in any other jurisdiction.

(h) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the particular crime has been committed against the same victim, or has resulted in serious injury to the victim, or is otherwise inappropriate.

(i) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(j) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(k) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(l) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(m) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(n) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(o) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(p) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(q) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(r) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(s) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(t) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(u) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(v) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(w) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(x) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(y) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.

(z) The individual's having been previously convicted of one or more criminal offenses has not been a crime that the person has been convicted of, unless the individual's having been previously convicted of one or more criminal offenses add up to at least the minimum sentence provided by law, and has not been rendered by sentence, conviction or as a result of the conviction, including any term of suspension or probation imposed by law.