



# KITAGAWA & EBERT, P.C.

## LEGAL ALERT



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### FOR GEORGIA EMPLOYERS ONLY

#### GEORGIA FAMILY CARE ACT

Effective 5/1/2023, Georgia S.B. 61 makes the Georgia Kin Care Act (which was first passed in 2017) permanent. The 2017 law, which allows employees to use sick leave for the care of immediate family members, had a three-year sunset provision and had to be periodically renewed. The 2023 Georgia Family Care Act removed this sunset provision, so the law is now permanent.

#### GEORGIA TIME OFF FOR VOTING

Effective 5/4/2023, Section 3 of Georgia S.B. 129 was modified to be less restrictive to allow employees to take up to two hours of unpaid time off work to vote in a primary or general election (provided that the employee gives reasonable notice to their employer). Now the employee may request time off to vote either on a day that is designated for advance in person voting or on the actual primary/election day. Section 3 now provides that time off is more broadly available to employees without restrictions related to work schedule.

#### GEORGIA VAPING PROHIBITION

Effective 7/1/2023, Georgia S.B. 47 bans vaping and electronic smoking in all places where regular smoking is already banned, including places of employment, other than the exemptions already found in the Georgia Code.

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