



Q3 2020

HOW TO HELP YOUR EMPLOYEES VOTE

FLORIDA EMPLOYER TOOLKIT





In today's economy, communities compete with one another to attract new talent and investment. They compete with their schools, workforce, and infrastructure. They also compete with the strength of their community. For years, business leaders in Florida have shared a simple, powerful point with their employees, suppliers, customers, and neighbors: We cannot compete if we cannot get along. We need to work together, respect one another, protect one another, and bring out the best in one another.

The 2020 election will be among the most contentious in recent history. It's okay for citizens of good faith to disagree strongly, but we must reject those trying to divide us -- and we must commit ourselves to helping the most vulnerable among us exercise their right to vote.

This Resource Guide features recommendations, best practices, and resources for business owners interested in helping their employees and/or customers vote. We also provide links to dozens of organizations, coalitions, and apps that can help.

If you need additional support -- or would like to help Business Forward recruit other businesses, please contact us at info@businessfwd.org.

FIVE THINGS YOU CAN DO

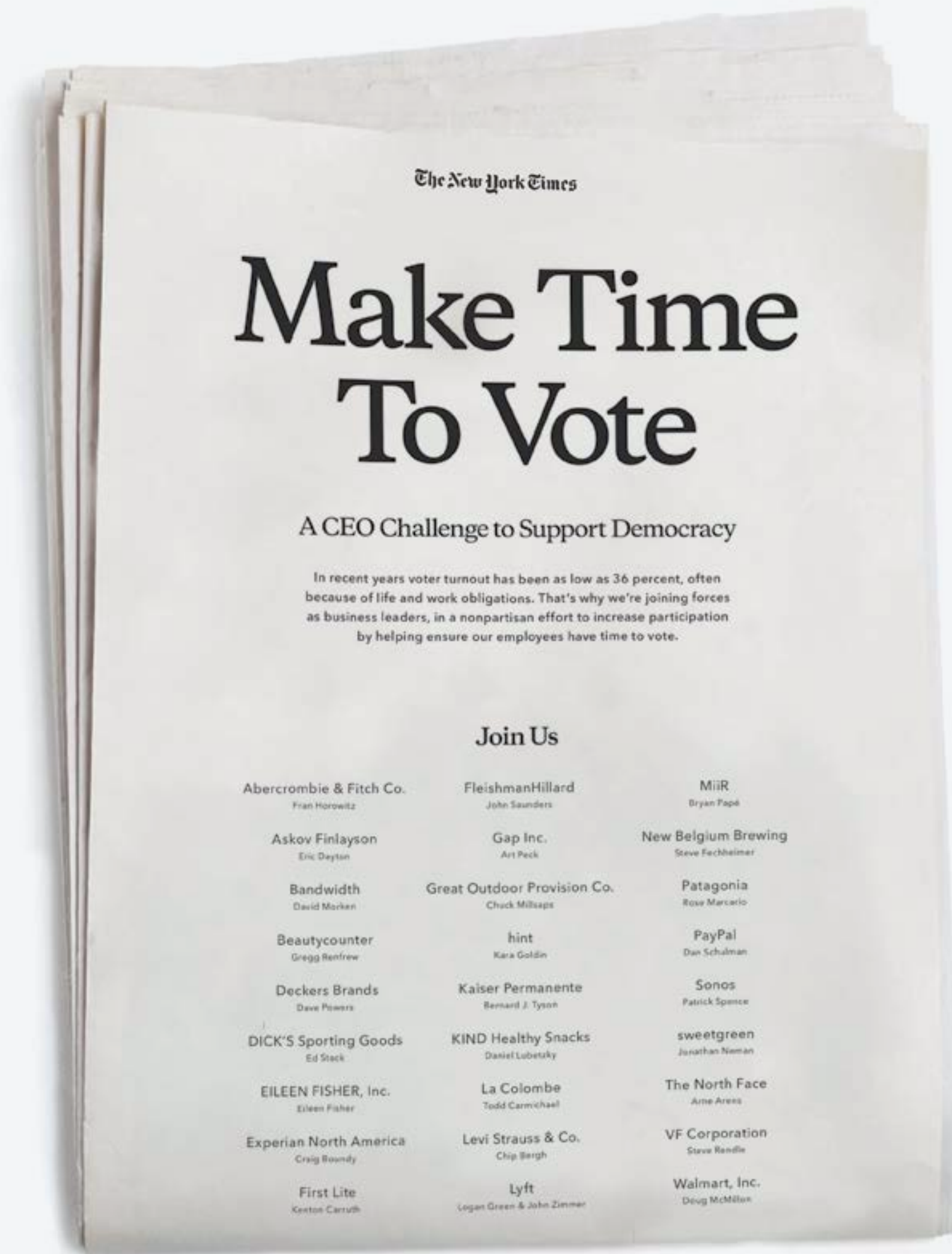
1. HELP YOUR EMPLOYEES REGISTER AND PREPARE TO VOTE.

2. GIVE THEM TIME TO VOTE ON ELECTION DAY.

3. SPEAK OUT ABOUT POLICIES THAT ENCOURAGE VOTING AND MAKE IT EASIER.

4. STAND UP FOR VOTERS MOST LIKELY TO BE SILENCED OR SUPPRESSED.

5. PREPARE YOUR EMPLOYEES FOR EXTENDED BALLOT-COUNTING AND A DELAYED DECISION.



WHY YOUR EMPLOYEES AND CUSTOMERS NEED HELP

1. REGISTRATION IS NOT AUTOMATIC.

Voters must register before the election in most states (31 out of 50).¹

2. VOTING RULES ARE COMPLICATED.

ID requirements, registration deadlines, and early voting and absentee voting rules vary by state.

3. VOTING TAKES TIME.

One in three non-voters say scheduling conflicts with work or school kept them from voting.²

4. VOTING REQUIRES INFORMATION.

Among young voters in particular, would-be voters are unfamiliar with campaign issues and do not appreciate why their vote matters.

5. VOTING DURING A PANDEMIC CAN BE CONFUSING AND FRIGHTENING.

Vote-by-mail and early voting will matter more this election.

DID YOU KNOW?



<50%

Less than half of eligible voters vote in midterms.³

The U.S. ranks 26th out of 32 developed democracies in voter participation.⁴

FOUR LESSONS FROM FORTUNE 500 CEOS

Hundreds of America's largest companies encourage and help their employees vote, and many of them are also helping their customers. Here's what they've learned*:

HELPING EMPLOYEES VOTE ISN'T "POLITICAL"

500+ companies
support
ElectionDay.org⁶

ELECTIONDAY.ORG

600+ companies
support
MakeTimeToVote.org⁷

Time
To Vote

YOU DON'T NEED TO SPEND A LOT OF TIME OR MONEY TO SUCCEED



Awareness is the
critical barrier:

short emails,
quick reminders,
& social media work.

CEO ENGAGEMENT IS KEY



Your support creates
a culture of voting.

IT'S GOOD FOR TEAM CULTURE



76%
OF EMPLOYEES

say that CEOs should take
the lead on change rather than
waiting for government to
impose it (up 11 points
from 2019).⁸

GETTING STARTED

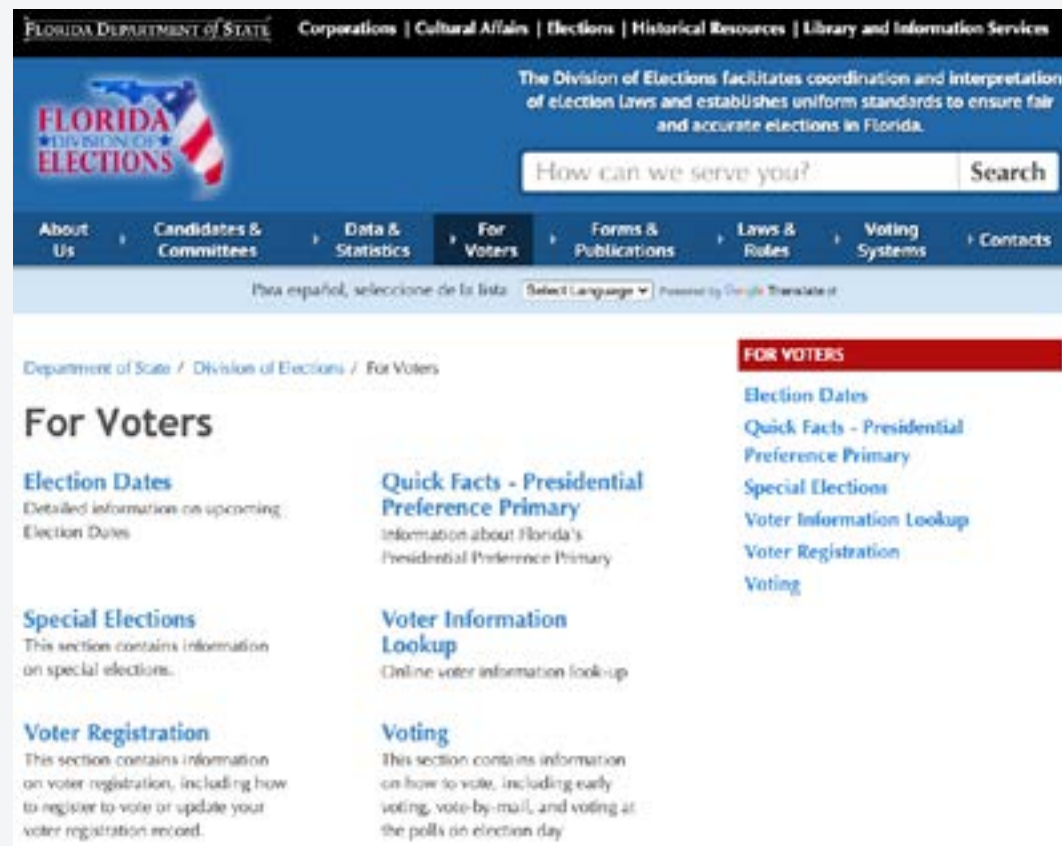
1. HELP YOUR TEAM FIND THE BASICS ON REGISTRATION, EDUCATION, AND WHEN/WHERE/HOW TO VOTE.



VOTE.ORG



FLORIDA VOTER INFORMATION



2. FIND A PARTNER THAT FITS YOUR COMPANY'S CULTURE AND YOUR EMPLOYEES' POINT OF VIEW.

#GO VOTE

Artists coming together to make art that encourages people to #GoVote.

VOTOLATINO*

Encouraging young Hispanic and Latinx voters to register to vote and become more politically involved.

RESPECT MY VOTE

Linking culture and policy to create a voter mobilization campaign that's bigger, more diverse, and more powerful.

HEADCOUNT.ORG

Works with musicians, labels, and concert promoters.

IGNITE
POLITICAL POWER IN EVERY YOUNG WOMAN

Led by and for Gen Z women.

3. REMEMBER "DOS" AND "DON'TS."



DO

ENCOURAGE EMPLOYEES TO VOTE



DON'T

ENCOURAGE THEM TO VOTE FOR A PARTICULAR CANDIDATE.

FOCUS ON EARLY VOTING

Lines are shorter during early voting than on election day. It's also easier for workers with young children, a second job, or earning a degree. But, chances are, your employees do not know when early voting starts.



KEY DATES IN FLORIDA

5
OCTOBER

REGISTRATION DEADLINE⁹
[REGISTER ONLINE](#)
[CHECK YOUR STATUS](#)

24
OCTOBER

VOTE-BY-MAIL BALLOT
REQUEST DEADLINE¹¹
[FIND YOUR COUNTY SUPERVISOR
AND REQUEST BALLOT](#)

* USPS RECOMMENDS MAILING YOUR BALLOT
AT LEAST 1 WEEK BEFORE ELECTION DAY

24
OCTOBER

EARLY VOTING BEGINS AND
RUNS THROUGH **OCTOBER 31**
(SOME COUNTIES OFFER
SEVERAL OTHER DAYS)¹⁰

3
NOVEMBER

ELECTION DAY: POLLS ARE
OPEN 7AM - 7PM E.T. (VOTERS IN
LINE AT 7PM GET TO VOTE)¹²
[FIND YOUR POLLING PLACE](#)

ACT NOW



**FLORIDA VOTER
INFORMATION**

[CLICK HERE TO:](#)

- REGISTER
- CHECK REGISTRATION STATUS
- FIND POLLING LOCATION AND HOURS
- FIND VOTER ID INFO
- REQUEST ABSENTEE BALLOT
- FIND INFO ON ABSENTEE BALLOTS



**CLICK HERE FOR A
SAMPLE EMAIL TO
YOUR EMPLOYEES**

HELP THOSE WHO NEED IT MOST

Even in normal times, some voters need more help than others. During a pandemic, looking out for younger voters and vulnerable communities is critical.

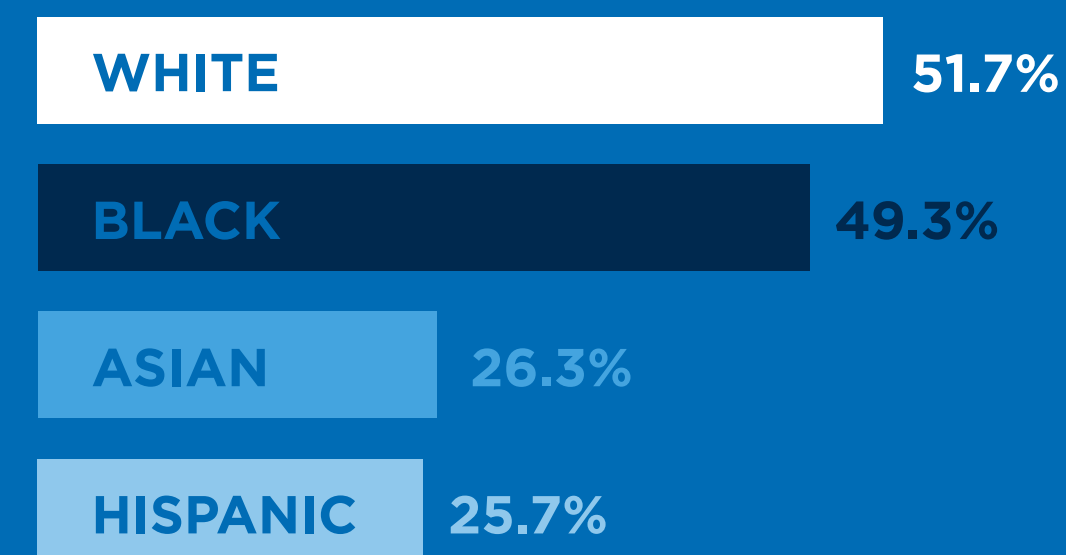
**YOUNG PEOPLE VOTE
20% LESS THAN THE
NATIONAL AVERAGE¹³**



**MINORITIES ARE MORE LIKELY
TO FACE OBSTACLES TO VOTING**



VOTING RATES BY RACE
(AVERAGE TURNOUT AS % OF TOTAL
VOTING AGE POPULATION: 2000-2018)¹⁴



“As American business leaders, we stand together to protect the physical safety of our employees and communities while also protecting their right to be heard on Election Day. Public health is essential but so is civic health. If we take action now, we do not have to sacrifice one to achieve the other.”¹⁵

ACT NOW



CLICK THE LOGOS
BELOW TO HELP NOW

VOTOLATINO[★]

ROCK THE VOTE

Student PIRGs
**New
oters
Project**

THE NATIONAL
Coalition on Black
Civic Participation

**nextgen
america** ➔

HELP THOSE WHO NEED IT MOST

“ Sadly, systemic racism has been a part of our country for generations. It is no longer enough to be non-racist and inclusive. We must actively choose to be anti-racist. This means looking intentionally at our choices with the lens of fairness and equality. It also means standing up for what is right and speaking up for those who have no voice. ”

- WENDY H. STEELE
FOUNDER & CHIEF EXECUTIVE, IMPACT100 COUNCIL
BELLEAIR BLUFFS, FL¹⁶

“ The passionate, ongoing conversation about racism and social justice in America is well overdue. As a firm whose values include fairness, integrity and social responsibility, we recognize that we must play a role in this conversation... We must stand up for social justice and find our place in real work to eliminate racism. ”

- BLAIN HECKAMAN
CEO, KAUFMAN ROSSIN
MIAMI, FL¹⁸

“ I do have hope in the midst of tragedy and turmoil. I believe this is the best chance in my lifetime for us to transform our society into one that truly provides opportunity and justice for all. Change starts from within, so let's capitalize on this moment and create the change we want to see in our own company. ”

- WILLIAM M. BROWN
CEO, L3HARRIS TECHNOLOGIES
MELBOURNE, FL²⁰

“ The hardships and injustices that have and continue to impact the African-American community are painful to watch and difficult to comprehend. And as a citizen of this country and a leader of this organization, I must admit that I'm struggling with what my role should be. But I am not giving up... We should communicate and learn... And, most importantly, we should demand better. ”

- JAY MONAHAN
COMMISSIONER, PGA TOUR
PONTE VEDRA BEACH, FL¹⁷

“ As a firm and as a profession, we have a long way to go on this journey. We know there are no simple solutions, but we are pledging to do all we can at Raymond James to be an agent of meaningful, positive and lasting change in support of more justice, well-being and humanity for the Black community. ”

- RAYMOND JAMES
ST. PETERSBURG, FL¹⁹

“ Racism is real. Not just here in the U.S., but around the world. Injustice and brutality are real. They've been with us forever despite many efforts to eradicate both... And through the greatest platform that I have available to me to effect change, as CEO of Carnival Corporation, I want to provide the support and the motivation for our people... ”

- ARNOLD DONALD
CEO, CARNIVAL CORPORATION & PLC
MIAMI, FL²¹

CONSUMERS WANT THEIR BRANDS TO ENGAGE



79%

OF CONSUMERS BELIEVE COMPANIES SHOULD TAKE ACTION²²



81%

WOULD PREFER TO BUY FROM COMPANIES THAT SUPPORT DEMOCRACY²³



87%

BELIEVE COMPANIES THAT DO TAKE ACTION HAVE THE POWER TO MAKE A DIFFERENCE²⁴

AS MORE CEOS SPEAK OUT, BRAND RISK FALLS — AND THE RISK OF DOING NOTHING RISES

Advice from Gap, Inc.:

“

Our employees were already looking to us to speak up and it felt like a miss not to.... The employees come to expect a certain outreach. There was more risk in doing nothing and not having any communication about this election. We had an imperative to do something.²⁵

”



ACT NOW



CLICK THE LOGOS BELOW TO JOIN

ELECTIONDAY.ORG

Time To Vote

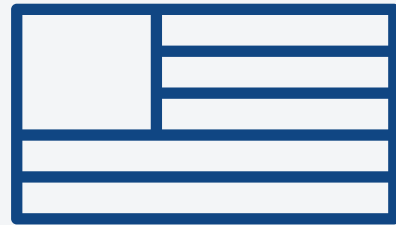


A Day for Democracy

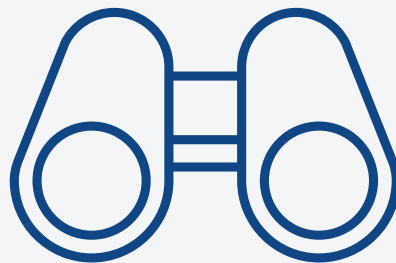


BECOME A POLL WORKER OR POLL WATCHER

WHAT DOES IT MEAN TO BE A POLL WORKER VS. POLL WATCHER?



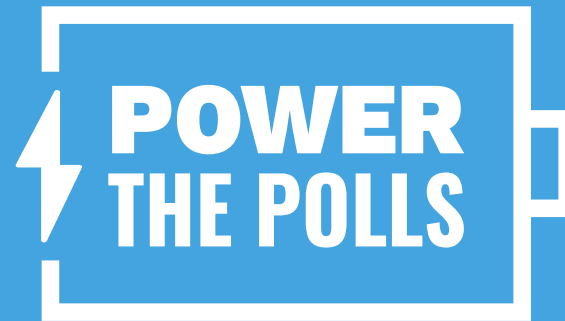
POLL WORKERS are trained by local election boards to identify problems and serve at polling places on Election Day. It's a nonpartisan role that simply works to ensure a successful election process.



POLL WATCHERS are recruited by political parties to protect people casting their vote. They monitor incidents of voter intimidation and work with voters and election officials to address problems at the polls.

BECOME A POLL WORKER

NATIONAL



POWER THE POLLS

We are proud to partner with this new initiative from [Work Elections](#), teaming up with businesses and coalitions to promote civic engagement and poll worker recruitment.

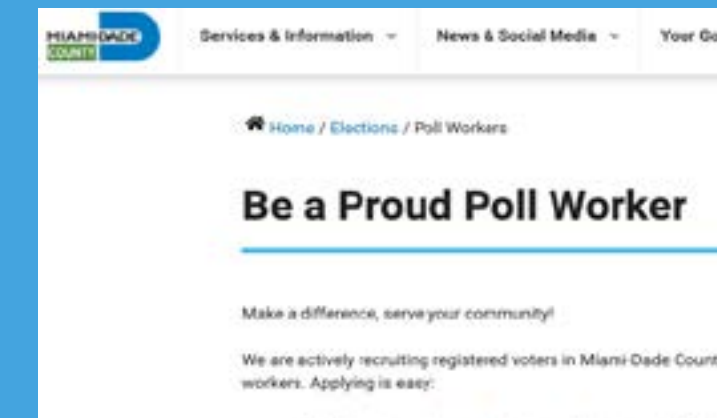
HELP AMERICA VOTE

September 1st is National Poll Worker Recruitment day. [Click here](#) to learn more about working at your local polling place.

FLORIDA NEEDS POLL WORKERS

All 67 Florida counties have their own supervisor of elections. [Find yours](#) and sign up to be a poll worker through their site:

MIAMI-DADE COUNTY



BROWARD COUNTY



PALM BEACH COUNTY



HELP YOUR PARTY AT THE POLLS

CLICK HERE FOR MORE ON POLL WATCHERS

Check with party leadership in your county for the opportunity to become a poll watcher.

NCSL POLL WATCHER QUALIFICATIONS IN FLORIDA:

“A “qualified and registered elector” in the county in which he/she will serve; one per party and one per candidate, cannot be candidate or law enforcement officer. Must wear a badge identifying them by name.”²⁶

KEY FACTS ON MAIL-IN VOTING



1 IN 4
Americans vote
by mail.²⁷

28 STATES
already encourage
vote-by-mail (without asking
for a reason).²⁸



It's enjoyed bipartisan
support for years.²⁹



The 5 states that vote
exclusively by mail have
higher turnout and
lower costs.³⁰

.001%
POTENTIAL
VOTING FRAUD

In 2016, these five states
reported 112 cases of
potential fraud - out of 11
million ballots.³¹

Their experience
demonstrates there's
higher risk of error or fraud
from in-person voting
than mail-in voting.³²

That's because voters often
show up at the wrong polling
location, whereas mailed
ballots go to only those who
can use them.



Covid-19 makes crowded
polling places dangerous for
seniors and those with
underlying conditions.

Meanwhile, states rely
heavily on seniors to serve
as poll workers. With seniors
staying away, state polling
places will be shorthanded.

PREPARE YOUR EMPLOYEES FOR “ELECTION WEEK”

A CONCLUSIVE OUTCOME ON ELECTION NIGHT IS UNLIKELY

1. Some states will accept ballots postmarked on election day, which means vote totals for some states could take more than a week.
2. On election night, some states count mail-in ballots first; some last. This could affect early vote totals -- but not the final result.
3. Setting expectations early will encourage patience and help your employees manage anxiety.

A WINNER ON ELECTION DAY IN NOVEMBER? DON'T COUNT ON IT

The New York Times

JUNE 24, 2020
SHANE GOLDMACHER

THIS NOVEMBER, ELECTION NIGHT COULD STRETCH INTO ELECTION WEEK OR MONTH

n p r

JUNE 13, 2020
MILES PARKS

DECLARING 2020'S WINNER COULD WELL HINGE ON HOW QUICKLY STATES COUNT MAIL BALLOTS

THE WALL STREET JOURNAL.

SEPTEMBER 19, 2020
ALEXA CORSE

RESOURCES: GET INFORMED AND INVOLVED

VOTER REGISTRATION



#VOTETOGETHER



I am a voter.

HeadCOUNT.ORG

VOTE.ORG

ELECTIONDAY.ORG

IGNITE

ROCK THE VOTE

TurboVote

THE VOTING INFORMATION PROJECT

LWV LEAGUE OF WOMEN VOTERS



INFORMATION ABOUT CANDIDATES AND ISSUES

BallotReady

BALLOTPEDIA

WHEN, WHERE & HOW TO VOTE



FLORIDA VOTER INFORMATION

VOTE.ORG

VOTER ACCESS

Democracy is GOOD FOR BUSINESS

VoteSafe

FAIR ELECTIONS CENTER

FAIR FIGHT

ALL VOTING IS LOCAL

ACLU

WHEN WE ALL VOTE

VOTERS NOT POLITICIANS



2020 ELECTION DAY

NOVEMBER 3RD IS ELECTION DAY IN THE U.S.

All employees are allowed three hours paid time off to vote, and managers must accommodate. If you are delayed at the polls by long lines, please notify your manager -- and stay in line.

[CLICK HERE TO FIND YOUR POLLING LOCATION IN FLORIDA.](#)

To learn more about the upcoming election in Florida, check out the non-partisan voter guide at ballotpedia.org/Florida.

HAVE MORE QUESTIONS ABOUT VOTING THIS FALL?
[FIND MORE INFO HERE.](#)

We know change can't be made without participation, so we encourage you to vote and make your voice heard.



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