



SB/32/2025

November 26, 2025

To: CEO/Directors/ Managing Directors/ Human Resource Managers/ Executives

**FMM Advisory on The 17th Sabah State Election on
November 29, 2025**

In conjunction with the 17th Sabah State Election on November 29, 2025, we would like to advise all employers to provide reasonable time off for their employees to cast their votes on Election Day, without any salary deductions as stipulated under the **Section 25(1) of the Election Offences Act 1954**. Allowing staff the flexibility to fulfill this responsibility — whether through adjusted work schedules, reasonable hours of release for those living near their voting location, or one day of leave for outstation travel (which may require documented evidence) will ensure that every eligible voter has fair opportunity to cast their ballot without any leave deductions. In this regard, employers may consider the following:

- Implementing flexible working arrangements on Election Day.
- Avoid scheduling critical meetings or deadlines that may prevent employees from voting.
- Communicate clearly with your employees about the support available for taking time to vote.

For employers **unable to shut down** due to 24x7 operations, the options are as follows:

Option	November 29, 2025 – Polling Day
First	Request employees to work on November 29, 2025 and: – <u>Allow eligible employees reasonable time off for voting</u> without deducting time off.
Second	For employees who are required to travel a considerable distance to vote, employers should grant leave to allow them to exercise their right to vote.

Any employer who fails to comply may be prosecuted and, upon conviction, fined RM5,000 or imprisoned for one year. Your cooperation contributes to a more inclusive and participatory election process and reflects a commitment to civic responsibility within the workplace. Attached is the Media Statement by the Sabah Labour Department for your reference.

For enquiries, please contact the Secretariat at Tel:088-447580 or Email: florisa@fmm.org.my.

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Head of Branch

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