



Voting Leave Laws, State by State*

NP = No Provision

State Name	How Much Protected Leave Time Is Provided?	What Notice Must the Employee Provide to the Employer?	May the Employer Specify Hours?	Is the Employee Paid for Leave Time?	Exclusions and Other Provisions
Alabama	“Necessary” time is not to exceed one hour.	The employee must give reasonable notice.	Yes	NP	An employee is excluded if the workday begins at least two hours after the polls open or ends at least one hour before the polls close.
Alaska	No time is directly specified, but an employer must allow an employee time off for voting.	NP	NP	Yes	An employee is excluded if he or she has two consecutive hours in which to vote, either between the opening of the polls and the beginning of his or her regular work shift or between the end of his or her regular work shift and the closing of the polls.
Arizona	An employee may be absent for a length of time at the beginning or end of his or her work shift that, when added to the time difference between work-shift hours and the opening/closing of the polls, totals three consecutive hours.	The employee must apply for leave prior to election day.	Yes	Yes	An employee is entitled to leave if he or she has fewer than three consecutive hours in which to vote between the opening of the polls and the beginning of his or her work shift or between the end of his or her regular work shift and the closing of the polls.

*The following jurisdictions have no provision regarding voting leave: Connecticut, Delaware, District of Columbia, Florida, Idaho, Indiana, Louisiana, Maine, Michigan, Mississippi, Montana, New Hampshire, New Jersey, North Carolina, Oregon, Pennsylvania, Rhode Island, South Carolina and Vermont.

Arkansas	An employer must schedule work hours so as to allow each employee the opportunity to vote.	NP	NP	NP	NP
California	An amount of leave time is provided that, when added to the voting time available to an employee outside of working hours, will enable him or her to vote.	The employee must provide notice two working days in advance of the election if, on the third working day prior to the election, the employee knows or has reason to believe he or she will need time off in order to vote.	NP	Yes, but pay is only provided for up to two hours.	<ul style="list-style-type: none"> ▪ An employee is excluded if he or she has sufficient nonworking time to vote. ▪ Time must be taken at the beginning or end of the work shift, whichever allows the most free time for voting and the least time off from work, unless otherwise mutually agreed.
Colorado	Up to two hours of leave time are provided.	The employee must apply for leave prior to election day.	Yes, but the hours shall be at the beginning or end of the employee's work shift if the employee so requests.	Yes	An employee is excluded from leave time if the employee has three or more nonworking hours when the polls are open to vote.
Georgia	Necessary time off to vote is provided, but such time shall not exceed two hours.	The employee must give reasonable notice.	Yes	NP	An employee is not entitled to leave if the employee's hours of work commence at least two hours after the polls open or end at least two hours before the polls close.
Hawaii	Up to two hours of leave time are provided, excluding lunch/rest periods.	NP	NP	Yes	<ul style="list-style-type: none"> ▪ An employee is excluded from leave if he or she has two consecutive nonworking hours (excluding lunch/rest periods) in which to vote. ▪ The employer may deduct leave time from the employee's wages if the employee fails to vote and the employer verifies the failure to vote.
Illinois	Up to two hours of leave time are provided.	The employee must apply for leave prior to election day.	Yes, but the employer must permit a two-hour absence during working	Yes	NP

			hours if the employee's working hours begin less than two hours after polls open and end less than two hours before polls close.		
Iowa	An amount of leave time is provided that, when added to the employee's nonworking time, totals three consecutive hours during the time the polls are open.	The employee must apply individually and in writing for leave prior to election day.	Yes	Yes	An employee is excluded from leave if the employee has three consecutive nonworking hours in which to vote.
Kansas	<ul style="list-style-type: none"> ▪ If the polls are not open outside an employee's work shift, the employee is entitled to up to two consecutive hours of leave time in which to vote. ▪ If the polls are open before or after an employee's work shift for fewer than two consecutive hours, then the employee is only entitled to an amount of time off that, when added to the time that the polls are so open before or after work, totals two consecutive hours. 	NP	Yes, but such time shall not include any time during the regular lunch period.	Yes	NP
Kentucky	<ul style="list-style-type: none"> ▪ A reasonable amount of leave time will be provided, but not less than four hours. ▪ An employee who is an election officer may be absent from work for up to an entire day to attend training or serve as an election officer. 	The employee must apply for leave prior to election day.	Yes	NP, but the employer shall not subject the employee to a "penalty."	An employer may discipline an employee if he or she takes voting leave but fails to cast a vote.

Maryland	Up to two hours of leave time are provided.	NP	NP	Yes	<ul style="list-style-type: none"> ▪ An employee is excluded if he or she has two continuous nonworking hours in which to vote while polls are open. ▪ An employee must furnish proof that he or she voted. The proof must be on a form prescribed by the State Board.
Massachusetts	Leave time is provided for the first two hours after the polls open.	The employee must apply for leave.	NP	NP	The voting leave provision applies if employee is in a manufacturing, mechanical, or mercantile establishment.
Minnesota	The employee has the right to be absent from work for the purpose of voting “during the morning of” election day.	NP	NP	Yes	
Missouri	Up to three hours of leave time are provided.	The employee must apply for leave prior to election day.	Yes	Yes	An employee is excluded if he or she has three successive nonworking hours in which to vote while polls are open.
Nebraska	The employee must be given enough leave time so that when it is added to the employee’s nonworking time, the employee has two consecutive hours in which to vote.	The employee must apply for leave prior to election day.	Yes	Yes	An employee is excluded from leave if he or she has two consecutive nonworking hours in which to vote while the polls are open.
Nevada	Sufficient leave time is provided to vote – this means one hour if the employee must travel two miles or less from his or her workplace to the polls; two hours if the travel distance is more than two but not more than 10 miles; or three hours if the travel distance is more than 10 miles.	The employee must apply for leave prior to election day.	Yes	Yes	An employee is entitled to leave if it is “impracticable” for him or her to vote during nonworking hours.
New Mexico	Two hours of leave time are provided.	NP	Yes	NP, but the employer	An employee is excluded from leave if his or her workday begins more than two

				may not impose a "penalty."	hours after the polls open or ends more than three hours before the polls close.
New York	An amount of leave time is provided that, when added to the employee's available time outside of working hours, will enable the employee to vote.	The employee shall notify the employer at least two but not more than ten working days prior to the election.	Yes	Yes, but pay is only provided for up to two hours.	<ul style="list-style-type: none"> ▪ An employee is excluded from leave if he or she has four consecutive nonworking hours in which to vote, either between the opening of the polls and the beginning of his or her work shift or the end of his or her work shift and the close of the polls. ▪ Leave must be given at the beginning or end of the work shift, as the employer may designate, unless otherwise mutually agreed. ▪ At least ten working days before every election, every employer must conspicuously post in the workplace a notice setting forth the New York voting leave statute.
North Dakota	NP	NP	NP	NP	State policy encourages employers to establish a program to grant an employee time off to vote when the employee's regular work schedule conflicts with voting while the polls are open.
Ohio	A "reasonable amount of time to vote on election day" is provided.	NP	NP	NP	NP
Oklahoma	<ul style="list-style-type: none"> ▪ Two hours of leave time are provided. ▪ An employee must receive "sufficient time" to vote if he or she requires more than two hours to attend the election. 	The employee must notify the employer in writing or orally of his or her intent to take leave to vote on the day before the election.	Yes	Yes, but the employee must provide proof of voting.	<ul style="list-style-type: none"> ▪ An employee is excluded if his or her workday begins three hours or more after the polls open or ends three hours or more before the polls close. ▪ The employer may change the ordinary work schedule to ensure that an employee will have the required three consecutive nonworking hours. ▪ The employer must notify the employee

					of which hours he or she is allowed to attend the election.
Puerto Rico	An employer must establish shifts that will allow employees time to vote between 8 a.m. and 3 p.m.	NP	NP	NP	NP
South Dakota	Two consecutive hours of leave time are provided.	NP	Yes	Yes	An employee is excluded if he or she has two consecutive nonworking hours in which to vote while polls are open
Tennessee	A reasonable period of time, not to exceed three hours, is provided.	The employee must apply for leave before 12 p.m. on the day before the election.	Yes	Yes	An employee is excluded if he or she begins work three or more hours after the polls open or ends work three or more hours before the polls close.
Texas	NP, but the employer must generally permit the employee to be absent from work for the purpose of attending the polls to vote.	NP	NP	Yes	<ul style="list-style-type: none"> ▪ An employee is excluded if he or she has two consecutive nonworking hours in which to vote. ▪ An employee must be permitted to attend a precinct convention of a political party in which the employee is eligible to participate. ▪ An employee must be permitted to attend a county, district, or state convention to which the employee is a delegate.
Utah	Two hours of leave time are provided.	The employee must apply for leave prior to election day.	Yes, but the employer must grant the employee's request for leave at the beginning or end of his or her work shift.	Yes	An employee is excluded if he or she has three or more nonworking hours in which to vote.
Virginia	<ul style="list-style-type: none"> ▪ An employee who serves as an election officer must be allowed to be absent in connection with such service. ▪ An employee serving as an 	The employee must give reasonable notice of service to employer.	NP	NP	<ul style="list-style-type: none"> ▪ An employee who is an election officer may not be discharged or suffer any adverse personnel action against him or her. ▪ An employer must not require an

	election officer for four hours or more, including travel time, must not be required to start a work shift that begins at 5 p.m. or later on the day of service, or that begins before 3 a.m. on the day following the service.				employee to use sick or vacation leave to vote.
Washington	<ul style="list-style-type: none"> ▪ An employer must arrange an employee's hours on election day so that the employee will have a reasonable time (up to two hours) during the hours the polls are open in which to vote. ▪ Or, if an employee's work schedule does not give him or her two free hours in which to vote, excluding meal/rest breaks, the employer must give the employee reasonable time off, up to two hours. 	NP	Yes	Yes	An employee is excluded from leave if the employer informs the employee of his or her election-day work schedule in sufficient time for him or her to secure an absentee ballot.
West Virginia	Up to three hours of leave time are provided.	The employee must make a written demand for leave at least three days prior to election day.	Yes, if the employee works in essential government, health, hospital, transportation, or communication services or in an industry requiring continuous operations.	Yes, unless the employee has three or more nonworking hours in which to vote and the employee fails to use those nonworking hours to vote.	NP

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Wisconsin	<ul style="list-style-type: none"> ▪ Up to three successive hours of leave time are provided. ▪ A leave of absence on election day is provided for employees serving as election officials. 	<ul style="list-style-type: none"> ▪ The employee must notify the employer of his or her intent to take leave to vote before election day. ▪ An election official must provide at least seven days' notice to his or her employer. 	Yes	No	NP
Wyoming	One hour (other than meal times) of leave time is provided.	NP	Yes	Yes	An employee is excluded if he or she has three or more consecutive nonworking hours in which to vote.