



**2024**  
**Voting Leave Requirements by State**

State	Covered Employees	Notice/Documentation	Compensation Required	Amount of Leave Time
Alabama	Qualified registered voters, unless an employee's work shift starts two hours after polls open or ends at least one hour before polls close.	An employee must provide reasonable notice. An employer must provide written notice of any requirements to vote at specific times.	No	One hour. An employer may specify the hour.
Alaska	All employees, unless polls are open for two consecutive hours before or after an employee's work shift.	N/A	Yes	As much time as will enable voting.
Arizona	All employees eligible to vote in a primary or general election, unless an employee has three or more consecutive hours between the opening of the polls and the beginning of the employee's work shift or between the end of the work shift and closing of the polls.	An employee must request time off prior to the election.	Yes	An eligible employee may be absent for a length of time at the beginning or end of his or work shift that, when added to the time difference between his or her regular work shift hours and the opening or closing of the polls, a time period of at least three consecutive hours exists. An employer may specify the hours.
Arkansas	All employees.	N/A	No	An employer must schedule an employee's work hours so that the employee has the time to vote.
California	All employees are eligible for leave to vote in a statewide election, unless an employee has sufficient nonworking time to vote.	An employee must provide at least two workdays' notice of the need for leave. An employer must post a notice of voting leave rights at least 10 days before election day.	Yes, up to two hours.	As much time as needed. An employee may take time off at the beginning or end of the work shift (whichever allows the most free time for voting and the least amount of time away from work), unless otherwise mutually agreed.
Colorado	All employees that are eligible electors, unless an employee has three or more nonworking hours to vote while the polls are open.	An employee must request leave before election day.	Yes	Two hours. An employer may specify the hours, unless an employee requests the hours be at the start or end of the work shift.
Connecticut	N/A	N/A	N/A	N/A
Delaware	While there is no state law directly on this topic, an employer may not hinder, control, coerce, intimidate or attempt to hinder, control, coerce or intimidate an employee from exercising the right to vote through bribery or by threatening to deprive the employee of employment.	See <b>Covered Employees</b> column	See <b>Covered Employees</b> column	See <b>Covered Employees</b> column
District of Columbia	All employees who are eligible to vote in the District of Columbia or in any election run by the jurisdiction in which the employee is eligible to vote.	An employer may require the employee to request the leave a reasonable time in advance. At least 60 days before an election, an employer must post a notice that includes an easily understood description of the provisions of the law, in a conspicuous and accessible place in or about the premises where employees work. If an employee works remotely or if no conspicuous and accessible place exists, an employer must provide the notice in any other reasonable way, provided the employee signs a statement acknowledging receipt of the notice.	Yes	Two hours. An employer may specify the hours during which the employee may take the leave, including by requiring that the employee take the leave:  <ul style="list-style-type: none"> <li>• During a period designated for early voting instead of on the day of the election; or</li> <li>• At the beginning or end of their working hours.</li> </ul>
Florida	While there is no state law directly on this topic, an employer with one or more employees may not terminate or threaten to terminate any employee for voting or not voting in any state, county or municipal election, for any candidate or measure submitted to a vote.	See <b>Covered Employees</b> column	See <b>Covered Employees</b> column	See <b>Covered Employees</b> column
Georgia	All employees qualified and registered to vote in any municipal, county, state or federal political party primary or election.	An employee must provide reasonable notice.	No	Two hours. An employer may specify the hours.
Hawaii	N/A	N/A	N/A	N/A
Idaho	While there is no state law directly on this topic, employers may not attempt to influence the vote of any employee through a promise or a favor, violence or threats of violence or termination of employment.	See <b>Covered Employees</b> column	See <b>Covered Employees</b> column	See <b>Covered Employees</b> column
Illinois	All employees eligible to vote in general and special elections and elections at which propositions are submitted to a popular vote, unless an employee's shift begins two hours after the polls open or ends two hours before the polls close.	An employee must apply for leave prior to election day.	Yes	Two hours. An employer may specify the hours.
Indiana	N/A	N/A	N/A	N/A
Iowa	All employees entitled to vote at an election in Iowa, unless an employee has three consecutive nonworking hours to vote while the polls are open.	An employee must apply for leave in writing prior to election day.	Yes	Three consecutive hours to vote, when combined with the employee's regular nonworking time. An employer may specify the hours.



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<b>Kansas</b>	All employees entitled to vote in an election conducted by a county election official in Kansas, unless the polls are open for two or more consecutive hours before or after an employee's work shift.	N/A	Yes	An amount of time that, when added to the time the polls are open before or after an employee's work shift, will not exceed two hours. An employer may specify the hours, but may not include the employee's regular lunch period.
<b>Kentucky</b>	All employees.	An employer may require that an employee apply for voting leave before election day.	Not specified, except an employee may not be penalized for taking time off to vote, unless the employee fails to vote and circumstances did not	Four hours to vote or to apply for or execute an absentee ballot. An employer may specify the hours.
<b>Louisiana</b>	While there is no state law directly on this topic, an employer with 20 or more employees may not prohibit employees from exercising their right to participate in politics, which could include the right to vote.	See Covered Employees column	See Covered Employees column	See Covered Employees column
<b>Maine</b>	N/A	N/A	N/A	N/A
<b>Maryland</b>	All employees who are registered voters in a general, special or primary election, unless an employee has two consecutive nonworking hours when the polls are open to vote.	An employer may require proof of voting or attempting to vote on a form prescribed by the state board (e.g., certification of participation from the election judge).	Yes, unless the employee fails to vote or attempt to vote.	Two hours.
<b>Massachusetts</b>	Employees who work for manufacturing, mechanical or mercantile establishments and who are eligible to vote.	An employee must request leave.	No	First two hours after the polls open in the precinct, ward or town in which the employee is entitled to vote.
<b>Michigan</b>	While there is no state law directly on this topic, an employer may not terminate or threaten to terminate an employee in an attempt to influence the employee's vote.	See Covered Employees column	See Covered Employees column	See Covered Employees column
<b>Minnesota</b>	All employees who are eligible to vote in regularly scheduled elections, elections to fill vacancies for a US or state senator or representative or constitutional office, or presidential nomination primaries.	N/A	Yes, and without reduction to personal leave or vacation time.	The time necessary to appear at the employee's polling place, cast a ballot and return to work, on election day or during the early voting period.
<b>Mississippi</b>	While there is no state law directly on this topic, Mississippi law prohibits any corporation, officer, employer or employee (including all state employees; state, district, county and county district officers; and any board or commission or its members) from coercing, directly or indirectly, any employee to vote or not vote for any particular person or group in any election.	See Covered Employees column	See Covered Employees column	See Covered Employees column
<b>Missouri</b>	All employees entitled to vote at any election within Missouri, unless an employee has three consecutive nonworking hours once the polls open.	An employee must request time off prior to the election day in order to get paid.	Yes, as long as the employee provides proper notice and actually votes.	Three hours. An employer may specify the hours.
<b>Montana</b>	N/A	N/A	N/A	N/A
<b>Nebraska</b>	All employees who are registered voters, unless an employee has two consecutive nonworking hours to vote while the polls are open.	An employee must request time off on or prior to the election day in order to get paid.	Yes, as long as the employee provides proper notice.	An amount of time that, when added to the employee's nonworking time while the polls are open, equals two consecutive hours. An employer may specify the hours.
<b>Nevada</b>	All employees who are registered voters, if it is impractical for an employee to vote before or after his or her working hours.	An employee must apply for time off in advance of the election day.	Yes	An employee must be given sufficient time to vote, based on the distance between the employee's workplace and polling place: <ul style="list-style-type: none"> <li>• One hour, if two miles or fewer;</li> <li>• Two hours, if more than two and up to 10 miles; or</li> <li>• Three hours, if more than 10 miles.</li> </ul> An employer may specify the hours.
<b>New Hampshire</b>	N/A	N/A	N/A	N/A
<b>New Jersey</b>	While there is no state law directly on this topic, an employer may not intimidate; use or threaten to use any force, violence or restraint against; or inflict or threaten to inflict any injury, damage, harm or loss against an employee in order to induce or compel the employee to vote or refrain from voting at any election or because the employee has voted or refrained from voting.	See Covered Employees column	See Covered Employees column	See Covered Employees column



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New Mexico	All employees who are registered voters, unless an employee's workday begins more than two hours after the polls open or ends more than three hours before the polls close. Includes members of Indian nations, tribes or pueblos who are qualified to vote in the elections of the Indian nation, tribe or pueblo.	N/A	New Mexico law does not specifically address whether leave must be paid but states that employers cannot penalize an employee for taking leave.	Two hours between the opening and closing of the polls. An employer may specify the hours.
New York	All employees who are registered voters, unless the employee has four consecutive hours before or after their shift to vote.	An employee must notify the employer of the need to take leave not more than 10, but not fewer than two, working days before election day. An employer must conspicuously post a notice of employee voting leave rights at least 10 working days before every election until the polls close on election day.	Yes, up to two hours.	As much time as needed, when combined with nonworking hours. The time off must be taken at the beginning or end of the employee's shift, as specified by the employer, or as mutually agreed.
North Carolina	While there is no state law directly on this topic, terminating an employee for taking leave to vote could lead to a claim for wrongful discharge in violation of public policy. Also, an employer is prohibited from terminating or threatening to terminate an employee for any vote the employee casts, intends to cast or does not cast.	See <b>Covered Employees</b> column	See <b>Covered Employees</b> column	See <b>Covered Employees</b> column
North Dakota	While there is no state law directly on this topic, it is the state's policy to encourage all eligible voters to vote, which includes advocating that employers have a program that grants a registered voter a leave of absence to vote if the employee's work shift conflicts with the times the polls are open.	See <b>Covered Employees</b> column	See <b>Covered Employees</b> column	See <b>Covered Employees</b> column
Ohio	All employees who are registered voters.	An employer may not print statements on pay envelopes or post threats or notices with the intent to influence an employee's political views or actions.	Ohio law does not specify that an employer must pay an employee for time off to vote. However, the state Attorney General opined that an employer's failure or refusal to pay an employee who works other than on a piecework, commission or hourly basis, for a reasonable amount of time to vote on an election day, is considered an "injury" or "loss" if done to induce or compel the	An eligible employee must be given a reasonable amount of time; however, "reasonable" is not defined under the law.
Oklahoma	All employees who are registered voters, unless the polls are open for three or more consecutive hours before or after the employee's work shift begins or ends.	An employee must provide oral or written notice of his or her intent to take leave at least three days before election day or the day of in-person absentee voting. An employee must also show proof of voting in order to get paid. An employer may notify employees if it selects the days and hours they may take leave.	Yes, subject to the employee providing proof of voting.	Two consecutive hours. If an employee needs more than two hours because of the distance from the polls, then the employer must allow sufficient time. An employer may specify the days and hours in which to vote, and may change an employee's work hours to allow three hours to vote before or after the employee's shift.
Oregon	N/A	N/A	N/A	N/A
Pennsylvania	While there is no state law directly on this topic, it is unlawful for an employer to use force, violence or restraint or to inflict or threaten to inflict injury, damage, harm or loss on an employee to induce or compel the employee to vote or refrain from voting.	See <b>Covered Employees</b> column	See <b>Covered Employees</b> column	See <b>Covered Employees</b> column
Rhode Island	N/A	N/A	N/A	N/A
South Carolina	While there is no state law directly on this topic, an employer may not terminate an employee because the employee exercises his or her political rights.	See <b>Covered Employees</b> column	See <b>Covered Employees</b> column	See <b>Covered Employees</b> column
South Dakota	All employees who are registered voters, unless an employee has two consecutive nonworking hours when the polls are open.	N/A	Yes	Two hours. An employer may specify the hours.
Tennessee	All employees who are entitled to vote in an election held in Tennessee, unless the polls are open for three or more consecutive hours either before or after an employee is scheduled to work.	An employee must make an application for leave to vote by 12:00 p.m. the day before the election.	Yes	Three hours. An employer may specify the hours.



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Texas	All employees, unless the polls are open for two or more consecutive hours before or after an employee is scheduled to work.	N/A	Yes	N/A
Utah	All employees who are registered voters, unless an employee has at least three nonworking hours during the time polls are open.	An employee must apply for leave before the election day.	Yes	Two hours. An employer may specify the hours, unless an employee requests leave at the beginning or end of the workday.
Vermont	All employees who are eligible to attend town meeting, unless the absence conflicts with the employer's essential business operations.	An employee must notify his or her employer at least seven days before the town meeting.	No	N/A
Virginia	N/A	N/A	N/A	N/A
Washington	N/A	N/A	N/A	N/A
West Virginia	All employees registered and qualified to vote, unless an employee has three or more hours of nonworking time during polling hours.	An employee must make a written demand for leave at least three days before the election.	Yes. However, an employee who has three or more nonworking hours when the polls are open and fails to vote during this time may be subjected to wage deductions for the	Three hours. Essential government, health, hospital, transportation and communication services, and production, manufacturing and processing works requiring continuity in operations, may schedule when, but the time must be sufficient and convenient.
Wisconsin	All employees who are entitled to vote.	An employee must notify his or her employer of the intended absence before election day.	No	Three successive hours when the polls are open. An employer may specify the hours.
Wyoming	All employees who are eligible to vote, unless an employee has three or more consecutive nonworking hours during the time the polls are open.	N/A	Yes, as long as the employee actually votes.	One hour (other than meal hours) during the time the polls are open. An employer may specify the hour.