

VOTING LEAVE LAWS BY STATE

State	Is there a state law governing voting leave?	How much leave is required?	What notice must employees provide to the employer?	May the employer specify the hours?	Must the employee be paid?	Exclusions and Other Provisions
Alabama	YES	Time “necessary” to vote, not exceeding one hour.	Employee must provide “reasonable” notice	YES	Not Specified	Employee is not entitled to leave if the workday begins at least two hours after the polls open, or ends at least one hour before polls close.
Alaska	YES	Not specified, but employer must allow time off for voting.	Not Specified	Not Specified	YES	Employees are not entitled to leave if they have two consecutive hours in which to vote either between the opening of the polls and the beginning of the shift, or the close of the polls and the end of the shift.
Arizona	YES	Employee may be absent for a period of time at the beginning or end of the shift that, when added to the time difference between the shift times and the opening and closing of the polls, totals three consecutive hours.	Employee must apply for leave prior to election day.	YES	YES	Employees are not entitled to leave if they have three consecutive non-working hours in which to vote. Violation of this provision is a criminal offense.
Arkansas	YES	Not specified, but employer must schedule work hours so as to allow employees time to vote.	Not specified	Not specified	Not specified	None

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California	YES	Not specified, but employer must provide leave that, when added to the available non-working time, enables the employee to vote.	Employees must provide notice two working days prior to the election if, on the third working day before the election they know or have reason to know they will need leave.	YES, but time must be taken at the beginning or end of the shift, whichever allows the most time to vote and requires the least missed working time.	Yes, but any leave in excess of two hours may be unpaid.	Employees who have sufficient non-working time in which to vote are excluded. Employer must post notice of voting leave policy at least 10 days prior to any statewide election,
Colorado	YES	Up to two hours of leave.	Employee must apply for leave prior to election day.	YES, but the hours shall be at the beginning or end of the shift if the employee so requests.	YES, up to two hours.	Employee is not eligible for leave if they have three or more non-working hours in which the polls are open. Violation of this provision is a criminal offense.
Connecticut	NO	-	-	-	-	-
Delaware	NO	-	-	-	-	Special provisions apply to election officials.
Florida	NO	-	-	-	-	Employees who exercise their right to vote are entitled to statutory protections.
Georgia	YES	"Necessary" time, not exceeding two hours.	Employee must give reasonable notice.	YES	Not Specified	Not entitled to leave if employees have two hours before or after their shift in which to vote.

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Hawaii	YES	Up to two hours (excluding meals/breaks)	Not Specified	Not Specified	YES, unless employer can verify that the employee took leave and failed to cast a vote.	Employees are not eligible for leave if they have two consecutive non-working hours (excluding meals/breaks) in which to vote.
Idaho	NO	-	-	-	-	-
Illinois	YES	Up to two hours.	Employee must apply for leave prior to election day.	YES	YES	Employer must permit a two-hour absence if shift begins less than two hours after polls open, or ends less than two hours before polls close.
Indiana	NO	-	-	-	-	-
Iowa	YES	An amount that, when added to employee's non-working time, totals three consecutive hours while polls are open.	Employee must apply individually and in writing prior to election day.	YES	YES	Excluded from leave if employee has three consecutive non-working hours in which to vote.
Kansas	YES	If polls are not open outside employees' shift, they must be given two consecutive hours.	Not Specified	YES, but may not designate meal time as voting time.	YES	If polls are open outside the employee's shift, the employee must only be given time off that when added to the non-working time, provides two consecutive hours. Violation of this provision is a criminal offense.

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Kentucky	YES	“Reasonable” time, but not less than four hours. Election officers must be given the entire day.	Employee must apply for leave prior to election day.	YES	Not Specified, but employee shall not be subject to a “penalty”	Employees may be disciplined if they take voting leave but fail to cast a vote.
Louisiana	NO	-	-	-	-	Employer prohibitions against interfering with employees’ right to vote are addressed in the statutes.
Maine	NO	-	-	-	-	-
Maryland	YES	Up to two hours.	Not Specified	Not Specified	YES	Not eligible if there are two consecutive non-working hours in which the polls are open. Employees must furnish proof to employer that they voted by submitting approved form.
Massachusetts	YES	Leave is provided for two hours after the polls open.	Employee must apply for leave.	Not Specified	Not Specified	Leave applies to employees in “manufacturing, mechanical, or mercantile establishments.”
Michigan	NO	-	-	-	-	-

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Minnesota	YES	Employee may be absent "during the morning" of election day.	Not Specified	Not Specified	YES	Violation of this provision is a criminal offense.
Mississippi	NO	-	-	-	-	-
Missouri	YES	Up to three hours.	Employee must apply for leave prior to election day.	YES	YES	Employees are excluded if they have three successive non-working hours while the polls are open. Violation of this provision is a criminal offense.
Montana	-	-	-	-	-	-
Nebraska	YES	Leave that, when added to non-working time, equals two consecutive non-working hours in which to vote.	Employee must apply for leave prior to election day to avoid loss of wages.	YES	YES	Employees are not eligible if they have two consecutive non-working hours in which the polls are open. Election workers are entitled to paid leave upon reasonable notice.
Nevada	YES	Sufficient leave time is based on distance to polling site but is not more than three hours.	Employee must apply for leave prior to election day.	YES	YES	Employee is entitled to leave if it is "impracticable" to vote during non-working hours. Violation of this provision is a criminal offense.
New Hampshire	NO	-	-	-	-	-
New Jersey	NO	-	-	-	-	-

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New Mexico	YES	Up to two hours.	Not Specified	YES	Not Specified, but the employer may not impose a "penalty"	Employees are not eligible if workday begins more than two hours after polls open, or ends more than three hours before polls close. Violation of this provision is a criminal offense.
New York	YES	Amount of leave that, when added to non-working time will enable employee to vote.	Employee must notify employer at least two, but not more than 10 days before election day.	YES	YES, but only up to two (2) hours.	Employees are excluded if they have four consecutive non-working hours in which to vote. At least 10 days prior to every election, employers must post a notice setting forth the requirements of the NY Voting Leave Statute.
North Carolina	NO	-	-	-	-	Employees who exercise their right to vote are entitled to statutory protections.
North Dakota	NO	-	-	-	-	State law encourages employers to establish a voting leave program.
Ohio	YES	A "reasonable" amount of time to vote.	Not Specified	Not Specified	Not Specified	State employees who are judges of elections must be permitted to serve without pay loss.

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Oklahoma	YES	Two hours, but employee must receive “sufficient time” if they require more than two hours to vote.	Employee must provide oral or written notice the day before the election.	YES	YES, but employer may require proof that a vote was cast.	Employees are excluded if shift begins three or more hours after the polls open, or ends three or more hours before polls close.
Oregon	NO	-	-	-	-	-
Pennsylvania	NO	-	-	-	-	-
Puerto Rico	YES	Employer must establish shifts which will allow employees time to vote between 8 a.m. and 3 p.m.	Not Specified	Not Specified	Not Specified	Not Specified
Rhode Island	NO	-	-	-	-	-
South Carolina	NO	-	-	-	-	-
South Dakota	YES	Two consecutive hours.	Not Specified	YES	YES	Employees are not eligible if they have two consecutive non-working hours in which the polls are open. Violation of this provision is a criminal offense.
Tennessee	YES	“Reasonable” time, not to exceed three hours.	Employee must apply for leave before 12 p.m. on the day before the election.	YES	YES	Employees are excluded if they have three non-working hours with the polls open.

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Texas	YES	Not Specified, but employer must permit absence for the purpose of voting.	Not Specified	Not Specified	YES	Employees are excluded if they have two consecutive non-working hours in which to vote. Violation of this provision is a criminal offense.
Utah	YES	Two hours.	Employee must apply for leave prior to election day.	YES, but must grant request for leave to be taken at the beginning or end of the shift.	YES	Employees are excluded if they have three or more non-working hours in which to vote. Violation of this provision is a criminal offense.
Vermont	NO	-	-	-	-	-
Virginia	YES	Not Specified	Not Specified	Not Specified	Not Specified	Employees serving as election officers may not be discharged or suffer any adverse personnel action; nor be required to use sick or personal leave to vote. Employer may not require the use of sick or personal leave to vote.
Washington	YES	Employer must arrange work schedule so employee has "reasonable time," up to two hours, to vote. Or, if the schedule does not provide two free hours to vote, the employer must give reasonable leave, up to two hours.	Not Specified	YES	YES	Employees are excluded from leave if they are informed of their work schedule with sufficient notice to obtain an absentee ballot.

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West Virginia	YES	Up to three hours.	Employee must make a written demand at least three days prior.	YES, if the employee works in essential government, health, hospital, transportation, or in an industry requiring continuous operations	YES, as long as employee casts a ballot.	Employees are not eligible if they have three or more non-working hours in which to vote. Violation of this provision is a criminal offense.
Wisconsin	YES	Up to three successive hours.	Employee must provide notice before election day.	YES	NO	Employees serving as election officials must be allowed leave upon seven days notice to the employer.
Wyoming	YES	One hour (excluding meals/breaks)	Not Specified	Not Specified	YES, as long as employee votes.	Employees are excluded if they have three or more consecutive non-working to vote.