

State	Leave Policy	Exceptions?	Paid or unpaid?	Advance notice required?	Penalties	Notes
Alabama Alabama Act 2006-545	Yes, 1 hour.	If the hours of work of the employee commence at least two hours after the opening of the polls or end at least one hour prior to the closing of the polls	Unpaid.	Yes; “reasonable notice.”	No enforcement method specified in act.	Employer can specify the hours when employees take their absence.
Alaska Alaska Stat. §15.56.100	Yes, as much time as is needed.	Not required if employee has two consecutive hours available while polls are open at beginning or end of shift.	Paid.	No.	Refusal to allow employees time off is a violation but no enforcement method specified in act.	N/A
Arizona Ariz. Rev. Stat. § 16-402	Yes; up to 3 hours off between work and non-work time.	Not required if employee has three consecutive hours available while polls are open at beginning or end of shift.	Paid.	Yes, at least one day before the election.	Supervisors face fines of up to \$2,500 if they block someone from voting, and the company itself can be fined as much as \$20,000.	Employer can decide when hours off are taken.
Arkansas Ark. Code Ann. 7-1-102	Yes; employer must schedule work hours so the employee has time to vote.	N/A	Statute does not specify whether the absence must be paid.	No.	Failure to comply results in a fine between \$25 and \$250.	N/A

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California Cal. Elec. Code § 14000	Yes, up to 2 hours at beginning or end of shift. Whichever gives the employee the most time to vote while minimizing time off work.	N/A	Paid, up to 2 hours.	Yes, 2 working days before election day.	No enforcement method specified in act.	The Cal. Elec. Code also requires employers to post a notice no less than 10 days before every statewide election explaining employees' right to time off to vote. The notice must be posted in a conspicuous place at the work site
Colorado Colo. Rev. Stat. § 1-7-102	Yes, up to 2 hours.	Does not apply if an employee has 3+ hours off the job while polls are open.	Paid.	Yes, prior to election day.	No enforcement method specified in act.	Employer may decide when hours are taken, but if employee requests, must allow employee to take time at beginning or end of shift.
Connecticut	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
Delaware	No voting leave statute.	N/A	N/A	N/A	N/A	N/A

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District of Columbia D.C. Law 23-110	Yes, at least 2 hours.	N/A	Paid.	At the employer's discretion.	No enforcement method specified in act.	This applies to any election in D.C. or, if the employee votes elsewhere, to elections in that location.
Florida	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
Georgia Ga. Code Ann. § 21-2-404	Yes, but time off shall not exceed 2 hours.	Does not apply if employee has at least 2 nonworking hours while polls are open.	Statute does not specify whether the absence must be paid.	Employee must provide reasonable notice.	No enforcement method specified in act.	Employer may decide when hours are taken.
Hawaii	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
Idaho	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
Illinois 10 Ill. Comp. Stat. §§ 5/7-42; 5/17-15	Yes, two hours.	Not required if employee has 2 consecutive non-work hours available while polls are open.	Paid.	Application for leave must be made before election day.	No enforcement method specified in act.	Employer may specify when hours are taken. Employer must give consent (for primary).

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Indiana	Not voting leave statute.	N/A	N/A	N/A	N/A	N/A
Iowa Iowa Code § 49.109	Yes, will, including applicable nonworking hours, total 2 hours while polls are open	Not required if employee has 2 consecutive non-work hours available while polls are open.	Paid.	Yes; application must be made individually and in writing prior to election day.	No enforcement method specified in act.	Employer shall designate when hours are taken.
Kansas Kan. Stat. Ann § 25-418	Yes; 2 hours or as much time as needed to total 2 hours, when combined with non-work time.	Not required if employee has 2 consecutive non-work hours available while polls are open.	Paid.	No.	Obstruction of voting privilege is a class A misdemeanor.	Employer may specify when absences are taken but shall not include a regular meal break.
Kentucky Ky. Rev. Stat. Ann. § 118.035	Yes; “reasonable time,” but not less than 4 hours.	Employee who takes time off but does not vote may be subject to disciplinary action	Paid.	No.	No enforcement method specified in act.	Employer may decide when hours are taken.
Louisiana	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
Maine	No voting leave statute.	N/A	N/A	N/A	N/A	N/A

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Maryland Md. Code 1957 Art. 33 § 10-315	Yes, no more than 2 hours.	Not required if employee has 2 consecutive non-work hours available while polls are open.	Paid.	Yes	No enforcement method specified in act.	Voter must provide proof of voting or attempting to vote. Must use form provided by state board of election.
Massachusetts Mass. Gen. Laws ch. 149, §178	Yes, during the first two hours that polls are open.	Applies to workers in manufacturing, mechanical or mercantile establishments.	Statute does not specify whether the absence must be paid.	Application for leave required, but statute does not specify timeframe.	No enforcement method specified in act.	N/A
Michigan	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
Minnesota Minn Stat. Ann. § 204C.04	Yes, for the time necessary to vote and return to work.	N/A	Paid.	N/A	A person who violates this section is guilty of a misdemeanor, and the county attorney shall prosecute the violation.	N/A
Mississippi	No voting leave statute.	N/A	N/A	N/A	N/A	N/A

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Missouri Mo. Rev. Stat § 115.639	Yes, 3 hours.	Not required if employee has 3 consecutive non-work hours available while polls are open.	Employee must vote to be paid.	Request must be made prior to the day of the election.	Violation is a class four election offense.	Employer may specify when employee can leave to vote.
Montana	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
Nebraska Neb. Rev. Stat. § 32-922	Yes, as much time as will add up to 2 hours, when combined with non-work time.	Not required if employee has two consecutive non-work hours available while polls are open.	Employee's pay may not be penalized or deducted if they requested absence prior to election day.	Yes, either prior to or on election day.	No enforcement method specified in act.	Employer may specify when employee can be absent.
Nevada Nev. Rev. Stat. Ann § 293.463	Employee may take time off if it is impractical to vote before or after work. Exact amount of time off is based on distance from polling place to voter's employer.	Not required if sufficient time is available before or after employee's shift.	Paid.	Yes, request must be made prior to election day.	A person who violates these provisions is guilty of a misdemeanor.	Employee who lives less than 2 miles from polling place may take one hour; 2-10 miles, 2 hours; over 10 miles, 3 hours.
New Hampshire	No voting leave statute.	N/A	N/A	N/A	N/A	N/A

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New Jersey	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
New Mexico N.M. Stat. Ann. § 1-12-42	Yes; 2 hours.	Not required if employee’s workday begins more than 2 hours after polls open or ends more than 3 hours before polls close.	Paid.	No.	Violation is a misdemeanor and punishable by a fine between \$50 and \$100.	Includes Indian national, tribal and pueblo elections. Employer may specify during which hours the employee can be absent.
New York N.Y. Elec. Law § 3-110	Yes; as much time at beginning or end of shift as will give employee time to vote, when combined with non-work time.	Not required if employee has 4 consecutive non-work hours available at beginning or end of shift while polls are open.	Paid, up to 2 hours.	Employee must inform employer not more than 10 nor less than 2 working days before the election.	No enforcement method specified in act.	Employer may decide hours. Conspicuous notice of voting rights must be posted not less than ten working days before every election.
North Carolina	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
North Dakota N.D. Cent. Code § 16.1-1-02.1	Employers encouraged but not required to give employees time off to vote when “regular work schedule conflicts with voting during time when polls are open.”	N/A	Unpaid.	No.	N/A	N/A

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Ohio Ohio Rev. Code Ann. § 3599.06	Yes, “reasonable amount of time to vote.”	N/A	Unpaid.	No.	Violation of this section incurs a fine between \$50 and \$500.	Employer can’t refuse to let employee serve as an election official on Election Day.
Oklahoma Okla. Stat. Ann. tit. 26, § 7-101	Yes; 2 hours, unless employee lives so far from polling place that more time is needed.	Not required if employee’s workday begins more than 3 hours after polls open or ends more than 3 hours before polls close.	Paid with proof of voting.	Oral or written notice shall be shared at least three days before the election.	Failure to comply incurs a fee between \$50-\$100.	Employer may decide when hours are taken or may change employee’s schedule to give employee non-work time to vote.
Oregon	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
Pennsylvania	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
Puerto Rico	Election Day is an official government holiday.					
Rhode Island	No voting leave statute.	N/A	N/A	N/A	N/A	N/A

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South Carolina	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
South Dakota S.D. Codified Laws Ann. § 12-3-5	Yes, for 2 consecutive hours.	Not required if employee has two consecutive non-work hours available while polls are open.	Paid.	No.	Violation is a Class 2 misdemeanor.	Employer may specify when absent hours are taken.
Tennessee Tenn. Code Ann. § 2-1-106	Yes; reasonable time, up 3 hours.	Not required if employee's workday begins more than 3 hours after polls open or ends more than 3 hours before polls close.	Paid.	Yes, submitted prior to noon on the day before Election Day.	No enforcement method specified in act.	N/A
Texas Tex. Elec. Code Ann. § 276.004	Employer may not refuse to allow employee to take time off, but no time limit is specified.	Not applicable if employee has 2 consecutive non-work hours available while polls are open.	Paid.	No.	Violation is a Class B misdemeanor.	N/A
Utah Utah Code Ann. § 20A-3-103	Yes; maximum of 2 hours at beginning or end of shift.	Not required if employee has at least 3 non-work hours available while polls are open.	Paid.	Yes, before Election Day.	Violation is a Class B misdemeanor.	Employer may decide when absent hours are taken but shall grant employee request to leave at start or finish of shift.

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Vermont	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
Virginia	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
Washington	No voting leave statute.	N/A	N/A	N/A	N/A	N/A
West Virginia W. Va. Code § 3-1-42	Yes, up to 3 hours if necessary.	Not required if employee has at least 3 non-work hours available while polls are open.	Paid so long as the employee votes.	Written request made at least three days prior to election	No enforcement method specified in act.	Employers in health, transportation, communication, production and processing facilities may change employee's schedule so that time off doesn't impair essential functions, but must allow employee sufficient and convenient time off to vote.

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Wisconsin Wis. Stat. Ann. § 6.76	Yes, up to 3 consecutive hours.	N/A	Unpaid.	Yes, submitted to employer prior to Election Day.	No enforcement method specified in act.	Employer may designate when hours are taken
Wyoming Wyo. Stat. § 22-2-111	Yes, 1 hour.	Not required if employee has at least 3 consecutive non-work hours available while polls are open.	Paid, if employee votes.	No.	No enforcement method specified in act.	The employer may designate when time off is taken, but may not schedule over employee mealtimes.