

State	Time Off Required?	Exceptions?	Time Off Paid or Unpaid?	Advance Notice Required?	Proof of Voting Required?	Notes?
Alabama Alabama Act 2006-545	Yes, 1 hour.	If the hours of work of the employee commence at least 2 hours after the opening of the polls or end at least 1 hour prior to the closing of the polls.	Unpaid.	Yes, with reasonable notice.	No.	No enforcement method specified in act.
Alaska Alaska Stat. §15.15.100	Yes, as much time as will enable voting.	Not required if employee has two consecutive hours available while polls are open at beginning or end of shift.	Paid	No	No	
Arizona Ariz. Rev. Stat. § 16-402	Yes, up to 3 hours off between work and non-work time.	Not required if employee has 3 consecutive hours available while polls are open at beginning or end of shift.	Paid	Yes, at least one day before the election.	No	Employer can decide when hours off are taken. 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.
Arkansas Ark. Code Ann. 7-1-102	Yes, employer must schedule work hours so employee has time to vote.		Unpaid	No	No	

California

Yes, up to 2 hours at beginning or end of shift.

Yes, up to 2 hours.

Yes, 2 working days before election.

No

Beginning or end of shift; depends on which gives employee most time to vote and takes least time off work.

[Cal. Elec. Code § 14000](#)

The California Elections 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

Yes, up to 2 hours.

Not required if employee has 3 non-work hours available while polls are open.

Paid, up to 2 hours.

No

No

Employer may decide when hours are taken, but if employee requests, must allow employee to take time at beginning or end of shift.

[Colo. Rev. Stat. § 1-7-102](#)

ConnecticutNo laws require companies to give workers time off to vote.

Delaware

No laws require companies to give workers time off to vote. Employee who has accrued vacation time and is not in a "critical need" position may serve as an election officer without reprisal by the employer. Employer may not intimidate employee.

[Del. Code Ann. tit. 15, § 1562](#)

D.C. No laws require companies to give workers time off to vote.

Florida

No laws require companies to give workers time off to vote. But workers can't be disciplined or fired based on how they vote.

[Title IX, Ch. 104, § 104.081](#)

Georgia	Yes, as much as necessary, up to 2 hours.	Unpaid	Employee must provide reasonable notice.	No	Employer may decide when hours are taken. No penalties or jail time if employers don't follow the law.
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[Ga. Code Ann. § 21-2-404](#)

Hawaii	Yes, 2 consecutive hours. Employer cannot change employee's regular work schedule.	Not required if employee has 2 consecutive non-work hours available while polls are open.	Paid	No	Yes. Employee must show voter's receipt, or employer can deduct hours off from pay.	Meal or rest breaks excluded from 2-hour calculation.
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[Haw. Rev. Stat. § 11-95](#)

Idaho No laws require companies to give workers time off to vote.

Illinois	Yes, 2 hours.	Employer may decide when hours are taken except that employer must permit a 2 hour absence during working hours if employee's working hours begin less than 2 hours after opening of polls and end less than 2 hours before closing of polls.	Paid	Yes, one day in advance for general or state election.	No	Employer may decide when hours are taken. Employer must give consent (for primary.)
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[10 Ill. Comp. Stat. §§ 5/7-42; 5/17-15](#)

Indiana	No laws require companies to give workers time off to vote.					
Iowa	Yes, as much time as will add up to 3 hours, when combined with non-work time.	Not required if employee has three consecutive non-work hours available while polls are open.	Paid	Yes, in writing prior to the election.	No	Employer may decide when hours are taken.

[Iowa Code § 49.109](#)

Kansas	Yes, 2 hours or as much time as will add up to 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	No	Employer may decide when hours are taken, but not during a regular meal break.
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[Kan. Stat. Ann § 25-418](#)

Kentucky	Yes, "reasonable time," but not less than 4 hours.		Unpaid	Yes, 1 day.	Employee who takes time off but does not vote is subject to disciplinary action.	Employer may decide when hours are taken.
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[Ky. Rev. Stat. Ann. § 118.035](#)

Louisiana	No laws require companies to give workers time off to vote, but employers of 20 or more employees can't interfere with their employees' "political activities or affiliations."					
	La. Rev. Stat. Ann. §23:961					
Maine	No laws require companies to give workers time off to vote.					
Maryland	Yes, 2 hours.	Not required if employee has 2 consecutive non-work hours available while polls are open.	Paid	Yes	Yes, also includes attempting to vote. Must use state board of elections form.	
	Md. Code 1957 Art. 33 § 10-315					
Massachusetts	Yes, 2 hours after the opening of the polls		Unpaid	Employee must apply for leave of absence (no time specified)	No	Applies to workers in manufacturing, mechanical or retail industries.
	Mass. Gen. Laws ch. 149, §178					
Michigan	No laws require companies to give workers time off to vote.					
Minnesota	Employee has the right to be absent from work for the time necessary to appear at the employee's polling place, cast a ballot, and return to work.		Paid	No	No	Violation of this statute is a misdemeanor.
	Minn Stat. Ann. § 204C.04					
Mississippi	No specific laws regarding time off to vote, an employer can't increase or decrease a worker's pay based on whom they vote for.					
	Miss. Code Ann § 23-15-871					

Missouri	Yes, 3 hours.	Not required if employee has 3 consecutive non-work hours available while polls are open.	Paid, but employee must vote.	Yes, "prior to the day of election."	Employee must actually vote to be paid.	Employer may decide when hours are taken.
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[Mo. Rev. Stat § 115.639](#)

Montana	No laws require companies to give workers time off to vote.					
Nebraska	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.	Paid	Yes, prior to or on election day	No	Employer may decide when hours are taken.

[Neb. Rev. Stat. § 32-922](#)

Nevada	If it is not practical to vote before or after work, employee may take time off based on distance (< 2 miles=1hr, 2-10 miles=2hrs, 10+ miles=3hrs) from polling place.	Not required if sufficient time during non-work hours available while polls are open.	Paid	Yes, prior to election day.	No	
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[Nev. Rev. Stat. Ann § 293.463](#)

New Jersey	No laws require companies to give workers time off to vote, but employers cannot influence or intimidate employees to vote for or against a particular candidate.					
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[N.J. Stat. Ann § 19:34-27](#)

New Mexico	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	No	Includes Indian national, tribal and pueblo elections.
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[N.M. Stat. Ann. § 1-12-42](#)

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.	Yes, not more than 10 or less than 2 working days before the election.	No	Employer may decide hours. Companies who bar a worker from voting could lose their corporate charter. Conspicuous notice of voting rights must be posted not less than ten working days before every election.
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North Carolina[Ch. 163, Subchapter VIII, Art. 22, § 163-274](#)

No laws require companies to give workers time off to vote. But employers cannot discharge or threaten workers based on how they vote or don't vote.

North Dakota[N.D. Cent. Code § 16.1-1-02.1](#)

Employers encouraged to give employees time off to vote when regular work schedule conflicts with times polls are open.

Unpaid No No

Ohio

Yes, a "reasonable time".

Paid, but only for salaried employees. No No

Employer can't refuse to let employee serve as an election

[Ohio Rev. Code Ann. § 3599.06](#)

official on Election Day.

Oklahoma	Yes, 2 hours, or such amount of time that is "sufficient time in which to cast a ballot."	Not required if employee's workday begins more than 3 hours after polls open or ends more than 3 hours before polls close.	Paid	Orally or in writing one day before the election	Yes	Employer may decide when hours are taken or may change employee's schedule to give employee non-work time to vote.
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[Okla. Stat. Ann. tit. 26, § 7-101](#)

Oregon	No laws require companies to give workers time off to vote.					
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Pennsylvania	No laws require companies to give workers time off to vote, but employers cannot threaten or intimidate employees to influence their political opinions or actions.					
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[25 Pa. Cons. Stat. Ann. § 3547](#)

Puerto Rico	Yes, Employees who cannot anticipate their work schedule on a voting date prior to the deadline to request such voting in advance will be entitled to a 2 hour paid leave during the workday to vote.		Paid		No	Day is an official government holiday.
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[Puerto Rico Act No. 54-2020 Article 5.1, section 17](#)

Rhode Island

No laws require companies to give workers time off to vote, but employers cannot put information in pay envelopes or post information designed to influence employees' political actions.

[R.I. Gen. Laws § 17-23-6](#)

South Carolina

No laws require companies to give workers time off to vote, but employers cannot discharge a worker because of political opinions or the exercise of political rights and privileges.

[S.C. Code Ann. § 16-17-560](#)

South Dakota

Yes, 2 consecutive hours. Employer cannot change employee's regular work schedule.

Not required if employee has 2 consecutive non-work hours available while polls are open.

Paid

No

No

Employer may decide when hours are taken.

[S.D. Codified Laws Ann. § 12-3-5](#)

Tennessee

Yes, reasonable time up to 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, before noon on the day before Election Day.

No

[Tenn. Code Ann. § 2-1-106](#)

Texas

Employer may not refuse to allow employee to take time off, but no time limit specified.

Not required if employee has 2 consecutive non-work hours available while polls are open.

Paid

No

No

[Tex. Elec. Code Ann. § 276.004](#)

Utah Utah Code Ann. § 20A-3-103	Yes, 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	No	Employer may decide when hours are taken.
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Vermont No laws require companies to give workers time off to vote.

Virginia No laws require companies to give workers time off to vote.

Washington Wash. Rev. Code Ann. § 49.28.120	Yes, 2 hours.	Unless work schedule allows two free hours during the time the polls are open, not including meal or rest breaks.	Paid		No	There must be insufficient time for an absentee ballot to be secured at the time the employee's work schedule is posted.
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[Wash. Rev. Code Ann. § 49.28.120](#)

West Virginia W. Va. Code § 3-1-42	Yes, up to 3 hours.	Not required if employee has at least 3 non-work hours available while polls are open.	Paid, if employee votes.	Written request at least three days before election.	Employee must actually vote to be paid.	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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[W. Va. Code § 3-1-42](#)

Wisconsin Wis. Stat. Ann. § 6.76	Yes, up to 3 consecutive hours.		Unpaid	Yes, before Election Day.	No	Employer may decide when hours are taken.
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Wyoming

Yes, 1 hour, other than a meal break.

Not required if employee has at least 3 consecutive non-work hours available while polls are open.

Paid, if employee votes.

No

Employee must actually vote to be paid.

[Wyo. Stat. § 22-2-111](#)
