

| 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 | A violation of the statute is punishable by a fine of not less than \$25 or more than \$250. |

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| California | Yes, up to 2 hours at beginning or end of shift. | | Yes, up to 2 hours. | Yes, 2 working days before election. | No | <p>Beginning or end of shift; depends on which gives employee most time to vote and takes least time off work.</p> <p>Cal. Elec. Code § 14000</p> <p>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.</p> |
| 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. | Yes | No | <p>Employer may decide when hours are taken, but if employee requests, must allow employee to take time at beginning or end of shift.</p> <p>Colo. Rev. Stat. § 1-7-102</p> |
| Connecticut | No laws require companies to give workers time off to vote. | | | | | |

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| 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. | | | | | An aggrieved elector can sue and recover from the corporation violating the statute the sum of \$500. |
| 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. | An employer is not required to provide voting leave if the employee's shift begins at least two hours after the polls open or ends at | Unpaid | Employee must provide reasonable notice. | No | A violation of the statute is a misdemeanor, punishable by a fine of between \$100 and \$1,000, imprisonment for no more |

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| Ga. Code Ann. § 21-2-404 | | least two hours before the polls close. | | | | than six months, and/or confinement in a correctional institution for no more than 12 months |
| 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. A violation of the statute is punishable by a fine of not less than \$50 nor more than \$300. |
| 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.) |
| 10 Ill. Comp. Stat. §§ 5/7-42; 5/17-15 | | | | | | |
| Indiana | No laws require companies to give workers time off to vote. | | | | | |

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| 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. A violation of the statute is a simple misdemeanor, punishable by a fine between \$65 and \$625 and/or imprisonment for no more than 30 days. |
| | 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. Obstruction of the voting privilege is a Class A Misdemeanor. |
| | 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. |
| | Ky. Rev. Stat. Ann. § 118.035 | | | | | |

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| 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. A violation of the statute is punishable by a fine of not more than \$500. |
| | 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 | | Paid | No | No | Violation of this statute is a misdemeanor. |

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| Minn Stat. Ann. § 204C.04 | For the time necessary to appear at the employee's polling place, cast a ballot, and return to work. | | | | | |
| 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. | | | | | A corporation doing business in Mississippi shall be liable to a penalty of \$250.00 for every unlawful interference with the social, civil, or political rights of any of its agents or employees. |
| 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. A violation is punishable by imprisonment for no more than 1 year and/or a fine of no more than \$2,500 |
| 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 | | | | | | |

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| 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 | Anyone who is authorized to grant leave and denies such leave or otherwise violates the provisions of the statute is guilty of a misdemeanor. |
| Nev. Rev. Stat. Ann § 293.463 | | | | | | |
| New Hampshire | No laws require companies to give workers time off to vote. | | | | | |
| 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. | | | | | A violation of the statutes is a misdemeanor, and any corporation violating the statutes shall forfeit its charter. |
| 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. A violation of the statute is a misdemeanor punishable by a fine of not less than \$50 nor more than \$100. |
| N.M. Stat. Ann. § 1-12-42 | | | | | | |
| New York | Yes, as much time at beginning or end of shift as will give employee time to vote when | Not required if employee has 4 consecutive non-work hours available at beginning or end of shift | Paid, up to 2 hours. | Yes, not more than 10 or less than 2 working | No | Employer may decide hours. |
| N.Y. Elec. Law § 3-110 | | | | | | |

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| | time to vote, when combined with non-work time. | at beginning or end of shift while polls are open. | | 2 working days before the election. | | 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. |
| North Carolina | 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. Ch. 163, Subchapter VIII, Art. 22, § 163-274 | | | | | |
| North Dakota | Employers encouraged to give employees time off to vote when regular work schedule conflicts with times polls are open. N.D. Cent. Code § 16.1-1-02.1 | | 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 official on Election Day. |

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| Ohio Rev. Code Ann. § 3599.06 | | | | | | |
| 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, upon proof of voting, employee shall not be subject to any loss of compensation or other penalty for | Orally or in writing at least three days 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. |
| Okla. Stat. Ann. tit. 26, § 7-101 | | | | | | |
| Oregon | No laws require companies to give workers time off to vote. | | | | | |
| 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. | | | | | A violation of the statute is a misdemeanor of the second degree, subject to a fine of no more than \$5,000 and/or imprisonment for no more than 2 years. |
| 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 R.I. Gen. Laws § 17-23-6 | 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. | | | | | |
| South Carolina S.C. Code Ann. § 16-17-560 | 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. | | | | | A violation of the statute is a misdemeanor punishable by a fine up to \$1,000 and/or imprisonment for not more than two years |
| South Dakota S.D. Codified Laws Ann. § 12-3-5 | 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. |

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| Tennessee | Yes, reasonable time up to 3 hours. The employer may specify the hours of absence. | 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 | The employer may specify the hours of absence. A violation of this provision is a Class C Misdemeanor. |
| | Tex. Elec. Code Ann. § 276.004 | | | | | |
| Utah | 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. A violation of this provision is a Class B Misdemeanor. |
| | Utah Code Ann. § 20A-3-103 | | | | | |
| 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 | Yes, 2 hours. | Unles 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. |
| | Wash. Rev. Code Ann. § 49.28.120 | | | | | |

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| West Virginia | 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. |
| W. Va. Code § 3-1-47 | | | | | | |
| Wisconsin | Yes, up to 3 consecutive hours. | | Unpaid | Yes, before Election Day. | No | Employer may decide when hours are taken. A violation of the statute is punishable by a fine not to exceed \$1000 or six months imprisonment, or both. |
| Wis. Stat. Ann. § 6.76 | | | | | | |
| 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 | | | | | | |