

States with voting leave laws for private employers

Alabama

An employer must provide an employee with enough leave time necessary to vote, not exceeding one (1) hour. The employer may specify the hours and employees must provide reasonable notice. An employee is not entitled to leave if the workday begins at least two (2) hours after the polls open, or ends at least one (1) hour before the polls close. Alabama does not require voting leave to be paid.

Alaska

An employer must allow sufficient paid time off to enable voting in state elections. The law does not specify the amount of time and whether employer may designate the hours. An employee is not entitled to leave if they have two consecutive hours before or after a shift, while the polls are still open.

Arizona

An employee is entitled to up to three consecutive paid hours of leave at the beginning or end of employee's shift to vote. Employer may specify the hours. An eligible employee must apply for leave before Election Day and the employee is not entitled to leave if they have at least three (3) consecutive hours before or after their shift while the polls are open. Employers cannot reduce employees' pay for voting time leave.

Arkansas

An employer must schedule work hours to allow employees time to vote.

California

An employer must provide an employee with enough time to vote either at the beginning of their shift or at the end (whichever allows the most time to vote with the least working time missed). Employees must provide at least two working days' notice before the election. Employees may receive up to two (2) hours of leave time paid and the rest unpaid. If an employee has sufficient nonworking time to vote, they are not entitled to this leave. Employers must post a notice of voting time requirements at least 10 days before an election. Employers can satisfy this requirement by posting a copy of the "[Time Off to Vote](#)" notice.

Colorado

An employer must provide up to two (2) hours of leave while the polls are open and the employer may specify the hours at the beginning or end of the shift. The employee must request the leave prior to Election Day and must be paid for up to two (2) hours. If employee has three (3) or more nonworking hours while the polls are open, they are not eligible.

Connecticut

Employer must provide up to two (2) hours unpaid time off to vote during the employee's regularly scheduled work hours on the day of a regular state election. In the case of a special election for U.S. Senator, U.S. Representative, state senator, state representative, or judge of probate, employer must provide up to two hours unpaid time off to vote for registered voters only. An employee must request the time off at least two (2) working days in advance of the election.

District of Columbia

Employers must provide at least two (2) hours of paid leave to vote in person in any public election in the District. Employees ineligible to vote in D.C. will also be eligible to receive two (2) hours of paid leave to vote in person in any election run by the jurisdiction in which the employee is eligible to vote (e.g., Virginia or Maryland). Employees must request the leave in advance. The employer may require that time off be taken during early voting periods rather than on Election Day, or at the beginning or end of the shift. Employers cannot reduce employees' pay for voting time leave. For the 2022 midterm elections, employers must post this [notice](#).

Georgia

An employer must provide an employee with necessary time off to vote, not exceeding two (2) hours. The employer may specify the hours and an employee is not entitled to leave if they have at least two (2) nonworking hours before or after work while the polls are still open.

Illinois

An employer must provide up to two (2) hours while the polls are open. Employer may specify the hours. For leave for primary elections, employee requires employer consent; for leave for a general or special election, employee must apply for leave before Election Day. Employers cannot reduce employees' pay for voting time leave. Employee is entitled to this leave if shift begins less than two (2) hours after polls open or ends less than two (2) hours before polls close.

Iowa

An employer must provide an employee with enough paid leave to vote such that when added to the employee's nonworking time while the polls are open, the time the employee has to vote is equal to two consecutive hours. The employer may specify the hours and an employee must request the leave before Election Day in writing. Employee is not entitled to the leave if they have two (2) consecutive nonworking hours while the polls are open.

Kansas

An employer must provide up to two (2) consecutive hours of paid leave while the polls are open. Employer may specify the hours, except the specified time must not include the regular lunch period. If the polls are open before or after employee's shift, employee is only entitled to time off which, when added to the period of nonworking time when the polls are open, will not exceed two (2) consecutive hours.

Kentucky

An employer must provide an employee with reasonable time, but not less than four (4) hours while the polls are open. Employees are also allowed up to four (4) hours on the day of appearing before the county clerk, during the normal business hours, to request an absentee voting application or execute an absentee ballot. The employee must apply for leave before the day they plan to vote.

Maryland

An employee may take up to two (2) hours of paid leave to vote. If the employee has at least two (2) consecutive nonworking hours while the polls are open, they are not eligible.

Massachusetts

This leave only applies to employees of manufacturing, mechanical, or mercantile establishments. An employee who applies for voting leave may take leave during the first two (2) hours after the polls open.

Minnesota

An employee is entitled to enough paid time off to appear at a polling place, cast a ballot, and return to work.

Missouri

An employer must provide up to three (3) hours while the polls are open. Employer may specify the hours. Time off is paid, but employee must request the leave before Election Day. If the employee has three (3) consecutive nonworking hours while the polls are open, they are excluded.

Nebraska

An employer must only provide an employee with enough paid leave to vote that when added to the employee's nonworking time while the polls are open, is equal to two consecutive hours. The leave must be paid if employee applies for it on or before Election Day. Employee is not entitled to the leave if they have two (2) consecutive nonworking hours while the polls are open.

Nevada

Employees are entitled to a sufficient time to vote determined by the distance between the place of employment and polling place. If two (2) miles or less, leave can be up to one (1) hour. If more than two (2) and not more than ten (10) miles, leave can be up to two hours. If more than ten miles, leave can be up to three hours. Employer may designate the time of the absence. Leave is paid and employee must apply for the leave before Election Day. Employee is not eligible if it is "practicable" to vote before or after working hours.

New Mexico

An employer must provide up to two (2) hours while the polls are open and employer may specify the hours. Employee is not eligible for leave if they have at least two (2) consecutive nonworking hours before or after the workday.

New York

Employees who are registered voters and do not have (4) four consecutive non-working hours to vote while the polls are open may take off so much working time to enable the person to vote. Up to two (2) hours of such time off must be paid. Leave must be taken at the beginning or end of the workday, as the employer may designate. Employee must notify their employer at least two (2) before Election Day. Employers must also conspicuously post a notice for employees about the law not less than ten (10) working days before every election. The notice must be kept posted until the close of the polls on Election Day.

North Dakota

Time off for voting is encouraged, but not required for private employers.

Ohio

Employees must be given a reasonable amount of time to vote on Election Day.

Oklahoma

An employee must receive either two (2) hours of paid voting leave or sufficient paid time to vote if the employee needs more time due to distance. Employee must provide oral or written notice at least three

(3) days before the election. An employee is not eligible if they have at least three (3) consecutive nonworking hours while the polls are open.

South Dakota

An employee must receive two (2) consecutive hours of paid voting leave while the polls are open and the employer may specify the hours. An employee is not eligible if they have two (2) consecutive nonworking hours while the polls are open.

Tennessee

An employee who is an eligible voter may take a reasonable paid voting leave necessary to vote up to three (3) hours while the polls are open. Employer may specify the hours. An employee must submit the request by noon the day before the election. An employee with at least three (3) consecutive nonworking hours while the polls are open is not eligible. Employers cannot reduce pay because employees take voting time leave.

Texas

An employer must permit an employee's absence from work for the purpose of voting. This leave must be paid; however, if employee has at least two (2) consecutive nonworking hours while the polls are open, they are not eligible.

Utah

Up to two (2) hours while the polls are open. Employer may specify the hours. Time off is paid, but employee must request the leave before Election Day. If the employee has three (3) consecutive nonworking hours while the polls are open, they are excluded.

West Virginia

An employer must provide up to three (3) paid hours of voting leave when the polls are open. Employee must make a written request at least three (3) days before Election Day. If the employee has three (3) consecutive nonworking hours while the polls are open, they are excluded.

Wisconsin

An employer must provide up to three (3) consecutive unpaid hours of voting leave while the polls are open. Employee must provide notice before Election Day.

Wyoming

An employer must provide employees with at least one (1) hour (not including lunch hour) of voting leave while the polls are open. The employer can specify the hour and employees must be paid as long as they cast a legal vote. If an employee has three (3) or more consecutive nonworking hours while the polls are open, they are excluded.