

**COMPLIANCE ALERT**

**Voting Leave Laws**  
by State

Jurisdiction	Covered Employees	Provisions
Federal	N/A	N/A
Alabama	Qualified registered voters (excludes those whose shift starts 2 hours after polls open or at least one hour before closing).	<b>Amount of Leave</b> - 2 hours. <b>Paid Leave</b> – Not required. <b>Notice Requirement</b> – Employee must provide reasonable notice of intent to take leave. Employers must provide written notice if they require voting leave to be taken during specific hours.
Alaska	All employees (unless polls are open 2 consecutive hours before or after employee’s shift).	<b>Amount of Leave</b> - As much time as needed to vote. <b>Paid Leave</b> – Yes. <b>Notice Requirement</b> – No.
Arizona	All employees (unless has three or more consecutive hours between the opening of the polls and the beginning of shift or between end of shift and polls closing).	<b>Amount of Leave</b> - Up to 3 hours. <b>Paid Leave</b> – Yes. <b>Notice Requirement</b> – Time off request made prior to election (employee).
Arkansas	All employees.	<b>Amount of Leave</b> - Reasonable amount. <b>Paid Leave</b> – Not required. <b>Notice Requirement</b> – No.
California	All employees (unless has sufficient nonworking time to vote).	<b>Amount of Leave</b> - As much reasonable time as needed. <b>Paid Leave</b> – Up to 2 hours required. <b>Notice Requirement</b> – Employee must provide at least two workdays’ notice. Employer must post a notice outlining right to leave to vote at least 10 days before election.

Jurisdiction	Covered Employees	Provisions
Colorado	All employees (unless an employee has three or more nonworking hours to vote while the polls are open).	<p><b>Amount of Leave</b> - 2 hours; employer may dictate hours to be taken.</p> <p><b>Paid Leave</b> – Yes.</p> <p><b>Notice Requirement</b> – Employee must request prior to election day.</p>
Connecticut	N/A	N/A
Delaware	No direct state law but, “employer may not hinder, control, coerce, intimidate or attempt to hinder, control, coerce or intimidate an employee from exercising the right to vote in ANY way.”	N/A
District of Columbia	All employees who are eligible to vote in the District of Columbia or in any election run by the jurisdiction.	<p><b>Amount of Leave</b> - 2 hours.</p> <p><b>Paid Leave</b> – Yes.</p> <p><b>Notice Requirement</b> – Employer may require employee request leave. Employer must post a notice of the DC law provisions.</p>
Florida	No direct state law but, employer may not terminate or threaten to terminate if employee exercises right to leave.	N/A
Georgia	All employees (unless employee begins work more than two hours after the polls open or finishes more than two hours before polls close).	<p><b>Amount of Leave</b> - 2 hours, employer may dictate hours to be taken.</p> <p><b>Paid Leave</b> – Not required.</p> <p><b>Notice Requirement</b> – Employee must provide reasonable notice to use leave.</p>
Hawaii	N/A	N/A

Jurisdiction	Covered Employees	Provisions
Idaho	No direct state law but, employer may not try to influence an employee vote by promising a favor, through violence, threats or termination.	N/A
Illinois	All employees (unless employee's shift begins two hours after the polls open or ends two hours prior to close).	<p><b>Amount of Leave</b> - 2 hours; employer may dictate hours to be taken.</p> <p><b>Paid Leave</b> - Yes.</p> <p><b>Notice Requirement</b> - Advanced leave request, required (employee).</p>
Indiana	N/A	N/A
Iowa	All employees (unless an employee has three consecutive nonworking hours to vote while the polls are open).	<p><b>Amount of Leave</b> - 3 consecutive hours to vote; employer may dictate hours taken.</p> <p><b>Paid Leave</b> - Yes.</p> <p><b>Notice Requirement</b> - Advanced leave request, required (employee).</p>
Kansas	All employees (unless the polls are open for two or more consecutive hours before/after shift).	<p><b>Amount of Leave</b> - Not to exceed 2 hours when added to the time polls are open before or after scheduled shift.</p> <p><b>Paid Leave</b> - Yes.</p> <p><b>Notice Requirement</b> - No.</p>
Kentucky	All employees. Employees cannot be penalized for using leave, unless employee does not vote and was not prevented from voting.	<p><b>Amount of Leave</b> - 4 hours; employer may dictate hours to be taken.</p> <p><b>Paid Leave</b> - Not specified in law.</p> <p><b>Notice Requirement</b> - Employer may require employee to request leave.</p>

Jurisdiction	Covered Employees	Provisions
Louisiana	No direct State law, but, “employer with 20 or more employees may not prohibit employees from exercising their right to participate in politics, including voting, in ANY way).	N/A
Maine	N/A	N/A
Maryland	All employees (unless employee has two consecutive nonworking hours when the polls are open).	<b>Amount of Leave</b> - 2 hours. <b>Paid Leave</b> – Yes, unless employee fails to vote. <b>Notice Requirement</b> – Employer may require proof of voting.
Massachusetts	Employees who work for manufacturing, mechanical or mercantile establishments and who are eligible to vote.	<b>Amount of Leave</b> - First 2 hours after polls open. <b>Paid Leave</b> – Not required. <b>Notice Requirement</b> – Employee must request leave.
Michigan	No direct State law, but, “employer may not terminate or threaten to terminate an employee in an attempt to influence the employee’s vote.”	N/A
Minnesota	All employees (to vote in elections for a US or state senator or representative or constitutional office, or presidential nomination primaries).	<b>Amount of Leave</b> - Time necessary. <b>Paid Leave</b> – Yes, and without reduction to personal leave/ vacation. <b>Notice Requirement</b> – No.
Mississippi	No direct State law, but, “Mississippi law prohibits any corporation, officer, employer or employee from coercing, directly or indirectly, any employee to vote or not vote.”	N/A

Jurisdiction	Covered Employees	Provisions
Missouri	All employees entitled to vote at any election within Missouri, unless an employee has three consecutive nonworking hours once the polls open.	<p><b>Amount of Leave</b> - 3 hours; employer may dictate hours to be taken.</p> <p><b>Paid Leave</b> – Yes, if proper notice given.</p> <p><b>Notice Requirement</b> – Employee request prior to election to ensure payment.</p>
Montana	N/A	N/A
Nebraska	All employees who are registered voters, unless an employee has two consecutive nonworking hours to vote while the polls are open.	<p><b>Amount of Leave</b> - 2 hours; employer may dictate hours to be taken.</p> <p><b>Paid Leave</b> – Yes, with proper notice.</p> <p><b>Notice Requirement</b> – Written request prior to election day.</p>
Nevada	All employees who are registered voters, if it is impractical for an employee to vote before or after his or her working hours.	<p><b>Amount of Leave</b> - 1-3 hours (depending upon distance to polls). Employer may dictate hours to be taken.</p> <p><b>Paid Leave</b> – Yes</p> <p><b>Notice Requirement</b> – Written advance request (employee).</p>
New Hampshire	N/A	N/A
New Jersey	No direct State law, but, “An employer may not intimidate; use or threaten to use any force, violence or restraint against; or inflict or threaten to inflict any injury, damage, harm or loss against an employee in order to induce or compel the employee to vote or refrain from voting.”	N/A

Jurisdiction	Covered Employees	Provisions
New Mexico	All employees (unless workday begins more than two hours after the polls open or ends more than three hours before they close).	<p><b>Amount of Leave</b> - 2 hours; employer may dictate hours to be taken.</p> <p><b>Paid Leave</b> – Not required, but employee cannot be penalized.</p> <p><b>Notice Requirement</b> – No.</p>
New York	All employees who are registered voters, unless the employee has four consecutive hours before or after their shift to vote.	<p><b>Amount of Leave</b> - As much time as needed when combined with non-work hours. Must be at beginning or end of shift as agreed.</p> <p><b>Paid Leave</b> – Up to 2 hours.</p> <p><b>Notice Requirement</b> – Employer must post rights poster; employee must request 2-10 days in advance.</p>
North Carolina	No direct State law, but, “employer is prohibited from terminating or threatening to terminate an employee for any vote the employee casts, intends to cast or does not cast.” Additionally, terminating an employee for exercising rights could lead to wrongful discharge.	N/A
North Dakota	No direct State law, but, all eligible voters encouraged to vote, which includes advocating that employers grant leave of absence if the employee’s work shift conflicts with open poll times.	N/A
Ohio	All employees who are registered voters.	<p><b>Amount of Leave</b> - Reasonable (not defined).</p> <p><b>Paid Leave</b> – Not required; employee cannot be penalized.</p> <p><b>Notice Requirement</b> – Employer cannot print statements or threats to influence political views or actions.</p>

Jurisdiction	Covered Employees	Provisions
Oklahoma	All employees (unless the polls are open for three or more consecutive hours before or after the employee's work shift).	<b>Amount of leave</b> - 2 hours, unless more time is needed; employer may dictate or change work hours. <b>Paid leave</b> – Yes, with proof of voting. <b>Notice Requirement</b> – 3 day employee notice required.
Oregon	N/A	N/A
Pennsylvania	No direct State law, but, "it is unlawful for an employer to use force, violence or restraint ... to induce or compel the employee to vote or refrain from voting."	N/A
Rhode Island	N/A	N/A
South Carolina	No direct State law, but, "an employer may not terminate an employee because of exercising his or her political rights."	N/A
South Dakota	All employees (unless employee has two consecutive nonworking hours when polls are open).	<b>Amount of Leave</b> - 2 hours; employer may dictate hours to be taken. <b>Paid Leave</b> – Yes. <b>Notice Requirement</b> – No.
Tennessee	All employees (unless polls are open for three or more consecutive hours either before or after employee's shift).	<b>Amount of Leave</b> - 3 hours; employer may dictate hours to be taken. <b>Paid Leave</b> – Yes. <b>Notice Requirement</b> – Employee request made by noon the day prior.

Jurisdiction	Covered Employees	Provisions
Texas	All employees (unless the polls are open for two or more consecutive hours before or after employee's shift).	<p><b>Amount of Leave</b> - Not specified, provide reasonable amount of time to vote.</p> <p><b>Paid Leave</b> - Yes.</p> <p><b>Notice Requirement</b> - No.</p>
Utah	All employees (unless employee has at least three nonworking hours during time polls are open).	<p><b>Amount of Leave</b> - 2 hours; employer may dictate hours to be taken unless at beginning or end of employee's scheduled shift.</p> <p><b>Paid Leave</b> - Yes.</p> <p><b>Notice Requirement</b> - Employee request at least one day prior.</p>
Vermont	All employees who are eligible to attend town meeting, unless the absence conflicts with the employer's essential business operations.	<p><b>Amount of Leave</b> - Not specified; provide reasonable amount of time to vote.</p> <p><b>Paid Leave</b> - Not required.</p> <p><b>Notice Requirement</b> - Employee must give notice at least 7 days prior.</p>
Virginia	N/A	N/A
Washington	N/A	N/A
West Virginia	All employees (unless employee has three or more hours of nonworking time during polling hours).	<p><b>Amount of Leave</b> - 3 hours.</p> <p><b>Paid Leave</b> - Yes.</p> <p><b>Notice Requirement</b> - Employee written request at least 3 days prior.</p>



Jurisdiction	Covered Employees	Provisions
Wisconsin	All employees.	<b>Amount of Leave</b> - 3 successive hours; employer may dictate hours taken. <b>Paid Leave</b> - Not required. <b>Notice Requirement</b> - Employee must notify employer prior to election day.
Wyoming	All employees (unless employee has three or more consecutive nonworking hours when polls are open).	<b>Amount of Leave</b> - 1 hour; employer may dictate hours taken. <b>Paid Leave</b> - Yes. <b>Notice Requirement</b> - No.

*The information contained in this chart is intended for educational purposes and to provide a general understanding of regulatory events, legislative changes and the law - not to provide specific legal advice.*