

# State-by-state voting leave laws



## Understand your voting leave obligations

Election Day is just a few months away, and everyone should exercise their franchise. You can help by letting employees take time off from work to vote. In fact, you may not have much choice in the matter. Some states require you to grant leave so employees can vote.

The list below summarizes state voting leave laws, including whether you must pay employees for the time they take off. Most states require time off only if employees don't have sufficient time to vote either before or after their workdays. (States without voting leave laws have been omitted.) As with all state laws, contact your state labor department for the whole story.

**Tip:** Read more details on voting leave at ["Can you rein in political speech at work?"](#)

## Voting leave laws

### ALABAMA

Up to 1 hour, unless employee's job begins at least 2 hours after polls open or ends at least 1 hour before polls close; reasonable notice to employer is required

#### Unpaid leave

### ALASKA

Sufficient time, if employees don't have 2 nonwork hours to vote

#### Paid leave

### ARIZONA

Employees may request up to 3 hours, if employees don't have 3 nonwork hours to vote

#### Paid leave

### ARKANSAS

Work schedules must accommodate voting

**No provision as to paid or unpaid leave**

**CALIFORNIA**

Sufficient time to vote; employees request leave 2 days prior to election if need for leave is known

**Paid leave, up to 2 hours**

**COLORADO**

Up to 2 hours, if employees don't have 3 nonwork hours to vote; employees request leave 1 day prior to election if need for leave is known

**Paid leave**

**GEORGIA**

Employees may request up to 2 hours, if they don't have 2 nonwork hours to vote

**No provision as to paid or unpaid leave**

**HAWAII**

Up to 2 hours, if employees don't have 2 nonwork hours to vote

**Paid leave, with proof of voting**

**ILLINOIS**

Employees may request up to 2 hours, if workday begins/ends less than 2 hours after polls open/close

**Paid leave**

**IOWA**

Employees make written request for up to 3 hours, if employees don't have 3 nonwork hours to vote

**Paid leave**

**KANSAS**

Up to 2 hours, if polls are closed during employees' shifts

**Paid leave**

**KENTUCKY**

Employees may request up to 4 hours; reasonable notice to employer is required

**Unpaid leave**

**MARYLAND**

Up to 2 hours, if employees don't have 2 nonwork hours to vote

**Paid leave, with proof of voting**

**MASSACHUSETTS**

Employees may request time during first 2 hours after polls open

**Unpaid leave**

**MINNESOTA**

Sufficient time off to vote

**Paid leave**

**MISSOURI**

Employees may request up to 3 hours, if they don't have 3 nonwork hours to vote

**Not specified as to paid or unpaid leave**

**NEBRASKA**

Employees may request up to 2 hours, if they don't have 2 nonwork hours to vote

**Paid leave, if employee gives notice of leave**

**NEVADA**

Employees may request 1, 2 or 3 hours, depending on location of polling place; employees must request leave prior to Election Day

**Paid leave**

**NEW MEXICO**

Up to 2 hours, if workday begins more than 2 hours after polls open or ends more than 3 hours after polls close

**Paid leave**

**NEW YORK**

Sufficient time off to vote, unless employees have 4 nonwork hours to vote; employees must notify employer not more than 10 days or less than 2 days in advance

**Paid leave, up to 2 hours**

**NORTH DAKOTA**

Employers may establish voluntary time-off policies

**No provision as to paid or unpaid leave**

**OHIO**

Reasonable time

## **Unpaid leave**

### **OKLAHOMA**

Up to 2 hours, if employees don't have 3 nonwork hours to vote; employees notify employer 1 day before Election Day

## **Paid leave, with proof of voting**

### **SOUTH DAKOTA**

Reasonable time, if employees don't have 2 nonwork hours to vote

## **Paid leave, up to 2 hours**

### **TENNESSEE**

Up to 3 hours, if employees don't have 3 nonwork hours to vote; employees notify employer by noon of preceding day

## **Paid leave**

### **TEXAS**

Reasonable time, if employees don't have 2 nonwork hours to vote

## **Paid leave**

### **UTAH**

Employees may request up to 2 hours, unless employees have 3 nonwork hours to vote

## **Paid leave**

### **WASHINGTON**

Up to 2 hours, if employees can't get absentee ballots and don't have 2 nonwork hours to vote

## **Paid leave**

### **WEST VIRGINIA**

Employees make written request 3 days before election for up to 3 hours, if they don't have 3 nonwork hours to vote

## **Paid leave**

### **WISCONSIN**

Employees may request up to 3 hours

## **Unpaid leave**

## **WYOMING**

Up to 1 hour, unless employees have 3 nonwork hours to vote

### **Paid leave**