

Download this all-states chart on time-off-to-vote laws

Election Day is a coming soon and everyone should exercise their right. You can help by letting employees take time off from work to vote. On the other hand, you may not have much choice in the matter; some states require you to give employees this time off.

The chart below summarizes each state's time off to vote law, including whether you must pay employees for that time. Most states require time off only if employees don't have sufficient time to vote either before or after their workdays. Since chart space is limited, states without laws have been omitted. As with all state laws, contact your state labor department for the whole story. (Click on the image below to download.)

Note: Election time also brings some heated debates in the workplace. You must balance employees' interest in speaking freely with your interest in maintaining order and productivity. For tips on creating a political speech policy as well as a voting leave policy, see TheHRSpecialist.com/politics.

Click the image to download.

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State-by-state chart on time-off-to-vote laws		
State	Maximum Time Off Required	Paid or Unpaid
AK	Sufficient time, if employees don't have 2 nonwork hours	Paid
AL	Up to 1 hour, unless employees' polls begin at least 2 hours after polls open or end at least 1 hour before polls close; reasonable notice to employer is required	Unpaid
AR	Work schedules must accommodate voting	No provision
AZ	Employees may request up to 2 hours, if employees don't have 2 nonwork hours	Paid
CA	Sufficient time to vote; employees request leave 2 days prior to election if need for leave is known	Paid, up to 2 hours
CO	Up to 2 hours, if employees don't have 2 nonwork hours; request leave 1 day prior to election if need for leave is known	Paid, up to 2 hours
GA	Employees may request up to 2 hours, if they don't have 2 nonwork hours	No provision
HI	Up to 2 hours, if employees don't have 2 nonwork hours	Paid, with proof of voting
IA	Employees make written request for up to 2 hours, if employees don't have 2 nonwork hours	Paid
IL	Employees may request up to 2 hours, if workday begins/ends less than 2 hours after polls open/close	Paid
IN	Up to 2 hours, if polls are closed during employees' shifts	Paid
KY	Employees may request up to 4 hours; reasonable notice to employer	Unpaid
MA	Employees may request time during first 2 hours after polls open	Unpaid
MD	Up to 2 hours, if employees don't have 2 nonwork hours	Paid, with proof of voting
MN	Sufficient time off to vote	Paid
MO	Employees may request up to 2 hours, if they don't have 2 nonwork hours	Paid
ND	Employees may establish voluntary time-off policies	No provision
NE	Employees may request up to 2 hours, if they don't have 2 nonwork hours	Paid, if employees give notice of leave
NH	Up to 2 hours, if workday begins more than 2 hours after polls open or ends more than 2 hours after polls close	Paid
NV	Employees may request 1, 2, or 3 hours, depending on location of polling place; employees must request leave prior to election day	Paid
NY	Sufficient time off to vote, unless employees have 4 nonwork hours; employees must notify employer not more than 30 days or less than 2 days in advance	Paid, up to 2 hours
OH	Reasonable time	Paid for salaried employees
OK	Up to 2 hours, if employees don't have 2 nonwork hours; employees notify employer 1 day before election day	Paid, with proof of voting
SD	Up to 2 hours, if employees don't have 2 nonwork hours	Paid, up to 2 hours
TN	Up to 2 hours, if employees don't have 2 nonwork hours; employees notify employer by noon of preceding day	Paid
TX	Reasonable time, if employees don't have 2 nonwork hours	Paid
UT	Employees may request up to 2 hours, unless employees have 2 nonwork hours	Paid
WA	Up to 2 hours, if employees can't get absentee ballots and don't have 2 nonwork hours	Paid
WI	Employees may request up to 2 hours	Unpaid
WV	Employees make written request 2 days before election for up to 2 hours, if they don't have 2 nonwork hours	Paid
WY	Up to 1 hour, unless employees have 2 nonwork hours	Paid

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