

State-by-State Voting Leave Laws

State law governs an employers requirement to allow an employee time off to participate in an election. In states where there is no requirement, employers are encouraged to allow an employee to fulfill their civic duty.

State	Summary	Citation	Paid	Notice Required
Alabama	Provide time necessary to vote, not to exceed 1 hour. Unless are available before the start of work or 1 hour after work when the polls are open.	Alabama Code Section 17-1-5	No	Reasonable notice.
Alaska	Provide time off necessary to vote. Unless there are 2 consecutive hours before or after work when the polls are open.	Alaska Code Section 15.15.100	Yes	No
Arizona	Provide time at the beginning or end of a shift that, when added are available before or after work when the polls are open.	Arizona Revised Statutes Section 16-402	Yes	Yes, prior to election day.
Arkansas	Provide a work schedule which gives all employees the opportunity to vote.	Arkansas Code Section 7-1-102	No	Sufficient notice
California	Provide time off necessary to vote if the shift does not offer the opportunity to vote. Scheduled at the beginning or end of the shift.	Ca Elect Code Section 14000	Yes Up to 2 hrs	Provide 2 working days notice prior to election day.
Colorado	Employees who do not have at least 3 hours outside of work to vote must be provided up to 2 hours	Co RevStat Section 1-7-102	Yes Up to 2 hrs.	Yes, prior to election day.
Connecticut	No state requirement to provide voting leave.	N/A	N/A	N/A
Delaware	No state requirement to provide voting leave.	N/A	N/A	N/A
District of Columbia	No state requirement to provide voting leave.	N/A	N/A	N/A
Florida	No state requirement to provide voting leave.	N/A	N/A	N/A
Georgia	Necessary time, not to exceed 2 hours	Georgia Code	No	Reasonable notice.

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		Section 21-2-404		
Hawaii	Provide time off to vote up to 2 hours, not including meal or rest periods.	Hawaii Rev Stat Section 11-95	Yes Provide Proof	No
Idaho	No state requirement to provide voting leave.	N/A	N/A	N/A
Illinois	Up to two hours between the time of opening and closing the polls.	10 Illinois Com Stat Section 5/17-15	Yes	Yes, prior to election day.
Indiana	No state requirement to provide voting leave.	N/A	N/A	N/A
Iowa	Provide time off to vote up to 3 consecutive hours. Unless 3 hours are available before or after work when the polls are open.	Iowa Code Section 49.109	Yes	Yes, in writing prior to election day.
Kansas	Provide time off to vote up to 2 consecutive hours. Unless 2 hours are available before or after work when the polls are open.	Kansas Statutes Section 25-418	Yes Provide Proof	No
Kentucky	Provide "reasonable time", not to be less than 4 hours between opening and closing of the polls.	Kentucky Rev Stat Section 118-035	No	Yes, prior to election day.
Louisiana	No state requirement to provide voting leave.	N/A	N/A	N/A
Maine	No state requirement to provide voting leave.	N/A	N/A	N/A
Maryland	Provide time off to vote up to 2 hours. Unless 2 hours are available before or after work when the polls are open.	Maryland Code Section 10-315	Yes Provide Proof	No
Massachusetts	Provide leave during first 2 hours the polls are open.	Mass Gen Law 149	No	Yes, prior to election

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	Applies to manufacturing, mechanical or mercantile establishments.	Section 178		day.
Michigan	No state requirement to provide voting leave.	N/A	N/A	N/A
Minnesota	Provide the time necessary to appear at the employee's polling place, cast a ballot and return to work on the day of the election.	Minn Statutes Section 204C.04	Yes	No
Mississippi	The amount of time necessary to vote.	Mississippi Code Sec. 23-15-871	No	No
Missouri	Provide time off to vote up to 3 hours. Unless 3 successive hours are available before or after work when the polls are open.	Missouri Stat Section 115.639	Yes Provide Proof	Yes, prior to election day.
Montana	No state requirement to provide voting leave.	N/A	N/A	N/A
Nebraska	Provide time off to vote up to 2 hours. Unless 2 consecutive hours are available before or after work when the polls are open.	Neb Rev Stat Section 32-922	Yes	Yes, prior to election day.
Nevada	Provide sufficient time, based on distance to polling site, but not more than 3 hours if it is impracticable to vote during non-working hours.	Nev Rev Stat Section 293-463	Yes	Yes, prior to election day.
New Hampshire	No state requirement to provide voting leave.	N/A	N/A	N/A
New Jersey	No state requirement to provide voting leave.	N/A	N/A	N/A
New Mexico	Provide time off to vote up to 2 hours. Unless 2 hours are available before or after work.	NM Statute Section 1-12-42	Yes	No
New York	"Sufficient time" to vote unless "sufficient time" exists during nonworking hours.	Cons. Laws of NY Section 3-110	Yes	Yes, 2-10 days prior to election day.

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North Carolina	No state requirement to provide voting leave.	N/A	N/A	N/A
North Dakota	Employers are encouraged to provide time off to vote	N/A	N/A	N/A
Ohio	Provide reasonable time to vote.	Ohio Rev Code Section 3599.06	No	No
Oklahoma	Provide time off to vote up to 2 hours.	Okla Stat Ann Section 26-7-101	Yes Provide Proof	Yes, prior to election day.
Oregon	No state requirement to provide voting leave.	N/A	N/A	N/A
Pennsylvania	No state requirement to provide voting leave.	N/A	N/A	N/A
Puerto Rico	If employees have to work they must be allowed to vote between 8:00 a.m.and 3:00 p.m.	PR Laws Title 16 Sect 3237	No	No
Rhode Island	No state requirement to provide voting leave.	N/A	N/A	N/A
South Carolina	No state requirement to provide voting leave.	N/A	N/A	N/A
South Dakota	Provide time off to vote up to 2 hours. Unless 2 consecutive hours are available before or after work when the polls are open.	SD Laws Section 12-3-5	Yes	No
Tennessee	Provide time off to vote up to 3 hours. Unless 3 hours are available before or after work when the polls are open.	Tenn Code Section 2-1-106	Yes	Yes, by noon the day prior to election day.
Texas	Provide reasonable time to vote.	Tex Elec Code Section 276.004	Yes	No
Utah	Provide time off to vote up to 2 hours.	Utah Code	Yes	Yes, prior to election

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		Section 20A-3-103		day.
Vermont	Not specified, but must be given time to vote.	N/A	N/A	N/A
Virginia	No state requirement to provide voting leave.	N/A	N/A	N/A
West Virginia	Provide time off to vote up to 3 hours. Unless 3 hours are available before or after work when the polls are open.	WV code Section 3-1-42	Yes	Yes, in writing 3 days prior to election day.
Wisconsin	Provide time off to vote up to 3 successive hours.	Wisc Stat Section 6.76	No	Yes, prior to election day.
Wyoming	Provide time off to vote up to 1 hour, excluding meals and breaks.	Wyo Stat Section 22-2-111	Yes Provide Proof	No

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