

# Time off to vote by state

As of 08/2024

| Jurisdiction | Eligibility   | Amount of Time off  | Paid or Unpaid  | Notice Requirements   |
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| Alabama      | <p><b>Voters</b></p> <p>An employee who is a registered voter.</p> <p><b>Precinct Officials</b></p> <p>Separate rules apply to an employee who has been appointed a precinct election official.</p> | <p><b>Up to 1 hour.</b></p> <p>However, an employer need not provide time off if the employee starts work at least 2 hours after the polls open or completes work at least 1 hour before polls close.</p> <p>The employer may specify the time when the employee may be absent.</p> <p><b>Precinct Officials</b></p> <p>An employee must be excused from employment, without being penalized for the time off, to perform his or her appointed duties.</p> <p>However, this rule does not apply to employers with 25 or less employees.</p> | <p><b>Voters</b></p> <p>Unspecified.</p> <p>Presumably leave is unpaid.</p> <p><b>Precinct Officials</b></p> <p>Employers are not required to pay an employee performing precinct election official duties.</p> | <p><b>Voters</b></p> <p>An employee must provide "reasonable notice," although no guidance is provided concerning what constitutes reasonable notice.</p> <p><b>Precinct Officials</b></p> <p>The employee must provide proper documentation that shows he or she is an appointed a precinct election official, and the dates of required service.</p> <p>The documentation must be provided to the employer at least 7 days before the expected absence.</p> |
| Alaska       | <p>An employee has "sufficient time outside working hours" to vote if he or she has 2 consecutive hours to vote between the polls' opening and the start of his or her</p>                          | <p>If any employee has two consecutive hours in which to vote, either between the opening of the polls and the beginning of the employee's regular working shift, or between the end of the</p>   | <p>Paid.</p>  | <p>No notice requirement.</p>   |

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|            | regular working shift, or 2 consecutive hours between the shift's end and the polls' closing.   | regular working shift and the closing of the polls, the employee shall be considered to have sufficient time outside working hours within which to vote.  |  |   |
| Arizona    | An employee that is entitled to vote in a primary or general election who does not have 3 consecutive hours of available time before or after work to vote. | <p><b>Up to three consecutive hours.</b></p> <p>The leave can be taken at the beginning or end of a shift. To qualify as "3 consecutive hours," employers can add time available before or after a shift to provide time-off during a shift.</p> <p>For example, if the polls open or close 2 hours before an employee's shift begins or ends, an employer need only provide the employee 1 hour off work to satisfy the "3 consecutive hours" requirement.</p> | <p>Paid.</p> <p>No deductions may be made from an employee's usual salary or wages, nor can employers penalize employees, for taking leave.</p>          | Employee must apply for leave before election day.  |
| Arkansas   | An employee who is entitled to vote.  | Employers must schedule election day work hours, so employees can vote.   | <p>Unspecified.</p> <p>Presumably, any leave provided is unpaid.</p>   | No notice requirement.  |
| California | An employee that is a voter who does not have "sufficient time outside of working hours" to vote at a statewide election.                                   | If an employee is without "sufficient time outside of working hours" to vote, he or she must be provided enough time off work to enable him or her to vote; time off from work is   | <p>Up to 2 hours paid.</p> <p>An employer shall not require or request that an employee bring the employee's vote by mail ballot to work or vote the</p> | If the employee is aware of the need for time off on the third working day prior to election day, he or she must provide an employer at least 2 working days' notice. |

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|                 | <p>However, the statute does not define "sufficient time outside of working hours."</p> <p>The statute applies to private and public employees.</p> <p><b>Election official</b></p> <p>A person cannot be suspended or discharged from employment because of absence while serving as an election official.</p>  | <p>coupled with available pre-/post-shift time.</p> <p>Unless an employer and employee agree otherwise, time off to vote must be at the beginning or end of the regular working shift, whichever allows the most time for voting and the least time off from the regular shift</p> <p><b>Election official</b></p> <p>Unspecified. A person cannot be suspended or discharged from employment because of absence while serving as an election official.</p> | <p>employee's vote by mail ballot at work.</p> <p><b>Election official</b></p> <p>Unspecified.</p>  | <p>At least 10 days before every statewide election, an employer must post a summary of section 14000 at the place of employment, if practicable, or elsewhere where it can be seen as employees come and go to work.</p>          |
| <p>Colorado</p> | <p><b>General, Primary and Congressional Vacancy Elections</b></p> <p>An employee that is eligible to vote at an election, except those whose hours of employment on election day provide 3 or more hours between the opening and closing of the polls when the employee is not required to be on the job.</p> <p><b>Municipal Elections</b></p> <p>An employee who is</p> | <p><b>General, Primary and Congressional Vacancy Elections</b></p> <p><b>Up to 2 hours when polls are open.</b></p> <p>The employer may specify when the employee may leave, but, if the employee requests, leave must occur at the shift's beginning or end,</p> <p><b>Municipal Elections</b></p> <p>Up to 2 hours.</p>   | <p><b>General, Primary and Congressional Vacancy Elections</b></p> <p>Up to 2 hours paid.</p> <p>No deductions may be made from an employee's usual salary or wages, nor can employers penalize employees, for taking leave.</p> <p><b>Municipal Elections</b></p> <p>Up to 2 hours paid.</p> | <p><b>General, Primary and Congressional Vacancy Elections</b></p> <p>An employee must apply for leave prior to election day.</p> <p><b>Municipal Elections</b></p> <p>An employee must apply for leave prior to election day.</p> |

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|             | registered to vote at a municipal election within Colorado, except those whose hours of employment on election day provide 3 or more hours between the opening and closing of the polls when the employee is not required to be on the job. | The employer may specify when leave may be taken, but, if the employee requests, leave must occur at the shift's beginning or end.   |  |  |
| Connecticut | All employees.<br><br>The provisions regarding time off for special elections for judge of probate apply to elector employees.  | Employers must grant each employee, in the case of a state election, or to each employee who is an elector in the case of any special election for United States senator, representative in Congress, state senator or state representative, two hours of unpaid time off from regularly scheduled work on the day of election for the purpose of voting, during the hours of voting specified. Employers must also grant an elector employee time off for a special election held for a judge of probate. These provisions apply until June 30, 2024. | Unpaid.  | The employee must request the time off not less than two working days prior to the election.           |
| Delaware    | <b>Voters</b><br><br>No leave provision.<br><br><b>Election Officers</b><br><br>An employee who is an election officer on an  | <b>Voters</b><br><br>No leave provision.<br><br><b>Election Officers</b><br><br>If an employee who is an election officer has accrued and available  | <b>Voters</b><br><br>No leave provision.<br><br><b>Election Officers</b><br><br>An employee must have accrued and available vacation | <b>Voters</b><br><br>No leave provision.<br><br><b>Election Officers</b><br><br>No notice requirement. |

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|                             | <p>election day, unless he or she is in a critical need position.</p> <p>A "critical need position" is one in public safety, corrections, transportation, health care, utilities, a small business employing 20 or less employees, or otherwise a position that the business or industry requires to be in service or operation on election day.</p> | <p>vacation time, and is not employed in a critical need position, an employer cannot deprive employment, threaten or otherwise coerce the employee because he or she is serving as an elected officer.</p> | <p>time to use for his or her absence.</p> |  |
| <p>District of Columbia</p> | <p>Employees eligible to vote</p>  | <p>Employers must provide at least 2 hours of leave during working hours. However, the employer can also specify the hours during which the employee can take leave.</p>                                    | <p>Paid</p>                                | <p>The employer may require that employees request the leave a reasonable time in advance.</p> <p>Employers are required to post a notice no later than 60 days before all scheduled elections, including special elections. Such notice must be posted and maintained in a conspicuous and accessible place in or about the premises at which any employee is employed. For any employees who work remotely, or if no conspicuous and accessible place exists, employers must meet the notice requirements by providing the notice to their employees by any other reasonable means, if employees sign a statement acknowledging the receipt of the notice.</p> |

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| Florida  | No leave provision.  | No leave provision.   | No leave provision.   | No leave provision.   |
| Georgia  | An employee who is qualified and registered to vote in municipal, county, state, or federal political party primary or election.   | An employee can take any necessary time from their employment to vote in any municipal, county, state, or federal political party primary or election either on one of the days that are days that are designated for advance in-person voting or on the day on which such primary or election is held provided that such necessary time shall <b>not exceed two hours</b> .<br><br>The employer may specify when the leave may be taken. | Unspecified.<br><br>Presumably, leave is unpaid.  | An employee must provide "reasonable notice," although no guidance is provided concerning what constitutes reasonable notice.   |
| Hawaii   | No leave provision.  | No leave provision  | No leave provision  | No leave provision  |
| Idaho    | No leave provision.  | No leave provision.   | No leave provision.   | No leave provision.   |
| Illinois | <p><b>Political Primaries</b></p> <p>An employee that is entitled to vote at a primary that receives his or her employer's consent.</p> <p><b>General / Special Elections, or Election with State Propositions</b></p> <p>An employee that is entitled to vote.</p> <p><b>Service as an Election Judge</b></p> | <p><b>Political Primaries</b></p> <p>2 hours.</p> <p>An employer may specify when leave is taken.</p> <p><b>General / Special Elections, or Election with State Propositions</b></p> <p><b>2 hours.</b></p> <p>Generally, an employer may specify when leave may be taken.</p> <p>However, an employer must provide 2 hours of leave if the</p>   | <p><b>Political Primaries</b></p> <p>Unspecified.</p> <p><b>General / Special Elections, or Election with State Propositions</b></p> <p>Paid.</p> <p>An employee's compensation cannot be reduced, and employers cannot penalize employees, for taking leave.</p> <p><b>Service As Election Judge</b></p> | <p><b>Political Primaries</b></p> <p>Although the statute contains no notice requirement, an employee can only take leave with the employer's consent.</p> <p><b>General / Special Elections, or Election with State Propositions</b></p> <p>An employee must apply for leave prior to election day.</p> <p><b>Service As Election Judge</b></p> <p>An employee appointed as an election judge must provide their</p> |

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|         | Any person who is appointed as an election judge   | <p>employee's working hours begin less than 2 hours after the polls open or before the polls close.</p> <p><b>Service as an Election Judge</b></p> <p>Amount of time not specified.</p> <p>Any person who is appointed as an election judge under section may, after giving his or her employer at least 20 days written notice, be absent from his or her place of work for the purpose of serving as an election judge. An employer may not penalize an employee for that absence other than a deduction in salary for the time the employee was absent from his or her place of employment. An employer may not require an employee to use earned vacation time or any form of paid leave time to serve as an election judge. This section applies to employers with 25 or more employees.</p> | <p>Unpaid.</p> <p>Any person who is appointed as an election judge may, after giving his or her employer at least 20 days written notice, be absent from his or her place of work for the purpose of serving as an election judge. An employer may not penalize an employee for that absence <b>other than a deduction in salary</b> for the time the employee was absent from his or her place of employment.</p> <p>This section applies to an employer with 25 or more employees. An employer 25 or more employees shall not be required to permit more than 10% of the employees to be absent under this section on the same election day.</p> | employer at least 20 days written notice.                            |
| Indiana | No leave provision.  | No leave provision.   | No leave provision.  | No leave provision.  |
| Iowa    | An employee that is entitled to vote who does not have at least 3 consecutive hours of nonworking time between the opening and closing of the polls. | <p><b>Up to 3 consecutive hours.</b></p> <p>An employer can add non-working and working time to meet the 3 consecutive hour requirement.</p>  | <p>Paid.</p> <p>No deductions may be made from an employee's regular salary or wages, nor can employers penalize employees, for taking leave.</p>  | An employee must apply for leave, in writing, prior to election day. |

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|          |  | <p>For example, if the polls open 2 hours before an employee's shift begins, and close 2 hours after the shift ends, an employer can satisfy its requirement by providing 1 hour of leave during working hours at, for example, the shift's beginning or end.</p> <p>An employer must designate when leave may be taken.</p>  |   |                        |
| Kansas   | An employee that is entitled to vote at a county-conducted election who does not have at least 2 consecutive hours before or after work to vote. | <p><b>Up to 2 consecutive hours.</b></p> <p>If an employee has time to vote before or after a shift, but the available time is less than 2 consecutive hours, he or she is entitled to leave of no more than 2 hours total.</p> <p>For example, if the polls will open or close 1 hour before the employee's shift begins or ends, an employer satisfies its obligation by providing the employee 1 hour of leave when the shift begins or before it ends..</p> <p>An employer may specify when leave may be taken, except said time cannot include the regular lunch period.</p> | <p>Paid.</p> <p>No deductions may be made from an employee's usual salary or wages, nor can employers penalize employees, for taking leave.</p> | No notice requirement. |
| Kentucky | <b>Voters</b>  | <p><b>Voters</b></p> <p><b>At least 4 hours.</b></p>  | <p><b>Voters</b></p> <p>Unpaid.</p>   | <b>Voters</b>          |



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|               | <p>An employee that is entitled to vote in an election.</p> <p><b>Election Officers</b></p> <p>An employee who is an election officer.</p>                 | <p>The time provided is to request an application for, or execute, an absentee ballot during the office of the clerk's normal business hours, or to vote on election day.</p> <p>An employer may specify when leave may be taken.</p> <p><b>Election Officers</b></p> <p>An entire day, to attend training or to serve as an election officer.</p> <p>An employer may specify when an employee may take leave.</p> | <p>Generally, an employer cannot penalize an employee for taking leave.</p> <p>However, an employee can be penalized if they were not prohibited from voting, took time off to vote, and did not vote.</p> <p>An employer may discipline an employee who takes time off to vote and fails to do so.</p> <p><b>Election Officers</b></p> <p>Unpaid.</p> <p>However, an employer cannot penalize an employee for taking leave.</p> | <p>An employee must apply for leave the day before leave will be taken.</p> <p><b>Election Officers</b></p> <p>Unspecified.</p> |
| Louisiana     | No leave provision.  | No leave provision.  | No leave provision.  | No leave provision.   |
| Maine         | No leave provision.  | No leave provision.  | No leave provision.  | No leave provision.   |
| Maryland      | An employee that claims to be a registered voter in Maryland who does not have available 2 consecutive nonworking hours, when the polls are open, to vote. | <b>Up to 2 hours.</b>  | <p>Paid.</p> <p>An employee is required to show proof of voting, or attempting to vote, on a form prescribed by the State Board of Elections.</p>  | No notice requirement.  |
| Massachusetts | An employee that is entitled to vote who works in a manufacturing, mechanical or mercantile establishment.   | Time off to vote must be provided during the <b>first 2 hours</b> after the polls open.  | Although the statute does not specifically address whether leave must be paid, the state attorney general states that an "employee does not have to be paid for [voting leave] time but  | An employee must apply to take leave during the first 2 hours after the polls open.   |

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|             |  |  | should be allowed a two-hour absence after the opening of the polls in the employee's voting precinct."  |  |
| Michigan    | No leave provision.  | No leave provision.  | No leave provision.  | No leave provision.  |
| Minnesota   | An employee that is eligible to vote in an election  | <p>An employee may be absent from work for the time necessary to appear at the employee's polling place, cast a ballot, and return to work on the day of that election or during the time allowed.</p> <p>Election Judges</p> <p>An employee may be absent from work without penalty to serve as an election judge. The amount of time allowed is unspecified.</p> | <p>Paid.</p> <p>No deductions may be made from an employee's salary or wages, nor can employers penalize employees, for taking leave.</p> <p>Election Judges</p> <p>Paid. However, an employer may reduce the salary or wages of an employee serving as an election judge by the amount paid to the election judge by the appointing authority during the time the employee was absent from the place of employment.</p> | <p>No notice provision.</p> <p>Election Judges</p> <p>Employee must give at least 20 days written notice. The written notice must be accompanied by a certification from the appointing authority, stating the hourly compensation to be paid the employee for service as an election judge and the hours during which the employee will serve. An employer may restrict the number of persons to be absent from work for the purpose of serving as an election judge to no more than 20% of the total workforce at any single worksite.</p> |
| Mississippi | No leave provision.  | No leave provision.  | No leave provision.  | No leave provision.  |
| Missouri    | An employee that is entitled to vote in an election within Missouri, unless he or she has 3 consecutive nonworking hours available while the polls are open to vote. | <p><b>3 hours to vote.</b></p> <p>An employer may specify when leave may be taken.</p>   | <p>Paid.</p> <p>However, the leave is unpaid if the employee fails to vote during the leave.</p>   | An employee must request leave prior to election day.  |
| Montana     | No leave provision.  | No leave provision.  | No leave provision.  | No leave provision.  |

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| <p>Nebraska</p> | <p><b>Voters</b></p> <p>An employee that is a registered voter who does not have 2 consecutive non-working hours available to vote between the opening and closing of the polls.</p> <p><b>Election Workers</b></p> <p>An employee that is a judge or clerk of election, a precinct or district inspector, a canvassing board member, or any other election worker.</p> | <p><b>Voters</b></p> <p><b>Up to 2 consecutive hours.</b></p> <p>An employer can add non-working and working time to meet the 2 consecutive hour requirement.</p> <p>For example, if the polls open 1 hour before an employee's shift begins, and close 1 hour after the shift ends, an employer can satisfy its requirement by providing 1 hour of leave during working hours at, for example, the shift's beginning or end.</p> <p><b>Election Workers</b></p> <p>An employee is entitled to leave for the hours he or she is required to serve.</p> | <p><b>Voters</b></p> <p>Paid, if proper notice is provided.</p> <p>No deductions may be made from an employee's salary or wages, nor can employers penalize employees, for taking leave.</p> <p><b>Election Workers</b></p> <p>Paid, if reasonable notice is provided.</p> <p>However, an employer may reduce an employee's pay by the expenses paid to the employee by the county for his or her service.</p> | <p><b>Voters</b></p> <p>An employee must request leave prior to or on election day.</p> <p><b>Election Workers</b></p> <p>An employee must provide reasonable notice of his or her appointment as an election worker.</p> <p>However, reasonable notice requirements are waived for judges or clerks of election on the day of an election to fill a vacancy.</p> |
| <p>Nevada</p>   | <p>An employee that is a registered voter, if it is impracticable for the employee to vote before or after working hours.</p>   | <p><b>A sufficient time to vote.</b></p> <p><b>1 hour:</b> if the distance between the voter's place of employment and polling place is 2 miles or less.</p> <p><b>2 hours:</b> if the distance is more than 2 miles but less than 10 miles.</p> <p><b>3 hours:</b> if the distance is more than 10 miles.</p>   | <p>Paid.</p> <p>No deductions may be made from an employee's usual salary or wages, nor can employers penalize employees, for taking leave.</p>  | <p>An employee must apply for leave prior to election day.</p>  |

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|               |   | An employer may designate when leave may be taken.  |                          |   |
| New Hampshire | No leave provision.   | No leave provision.   | No leave provision.      | No leave provision.   |
| New Jersey    | No leave provision.   | No leave provision.   | No leave provision.      | No leave provision.   |
| New Mexico    | <p>An employee that is a voter, except those whose work hours begin 2 hours after the polls open or end 3 hours before the polls close.</p> <p>An employer can adjust employees' work schedules on election day</p> | <p><b>Up to 2 hours.</b></p> <p>An employer may specify when leave may be taken.</p> <p>Additionally, an employer may adjust work schedules to fall within the statute's exception if doing so does not penalize employees or result in employees being paid less than their standard wages for a full workday.</p>   | Paid.                    | No notice requirement.  |
| New York      | A registered voter.   | A registered voter may, without loss of pay for up to two hours, take off so much working time as will enable him or her to vote at any election, if they do not have sufficient time outside of working hours to vote. An employee will be considered to have sufficient time outside of working hours to vote if the employee has four consecutive hours either between the opening of the polls and the beginning of their shift, or between the end of their shift and the closing of the polls. The employee shall be allowed time off for voting only at the beginning or end of his or her | Paid, for up to 2 hours. | <p>If the employee requires time off to vote, the employee shall notify his or her employer not less than two working days or more than ten days prior to the day of the election.</p> <p>Not less than 10 working days before the election, an employer must post conspicuously a notice setting forth the statute's provisions.</p> |

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|                |   | shift, as the employer may designate, unless otherwise mutually agreed.  |  | The notice must be kept posted until the close of the polls on election day.  |
| North Carolina | No leave provision.   | No leave provision.  | No leave provision.  | No leave provision.   |
| North Dakota   | No leave provision  | Although there is no requirement that time off to vote be provided to employees, North Dakota encourages employers to allow eligible voters in all statewide elections time off to vote when their work schedules conflict with voting when polls are open.  | No leave provision.  | No leave provision.   |
| Ohio           | <p><b>Voters</b></p> <p>An employee that is eligible to vote.</p> <p>The Ohio statute, unlike others included in this survey, does not create affirmative obligation to provide leave.</p> <p>Rather, it prohibits an employer, officer or agent, from threatening to or discharging an employee for taking a reasonable amount of time to vote on election day.</p> <p><b>Election Officials</b></p> | <p><b>Voters</b></p> <p>Reasonable amount of time to vote.</p> <p>No further guidance is provided concerning what constitutes a "reasonable amount of time."</p> <p><b>Election Officials</b></p> <p>An employer cannot refuse to permit an employee to serve as an election official on any registration or election day.</p> | <p><b>Voters</b></p> <p>Although the statute does not specifically address whether employees must be paid when taking leave, the state attorney general opined that leave being unpaid for employees paid on a piecework, commission or hourly basis, does not constitute an injury. Salaried workers, however must be paid for the leave.</p> <p>However, a violation only occurs if the failure to provide leave is intended "to induce or compel such person to vote or refrain from voting for or against any person or question or issue submitted to the voters"</p> | <p><b>Voters</b></p> <p>No notice requirements.</p> <p><b>Election Officials</b></p> <p>No notice requirements.</p> |

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|          | An employee that is an election official.  |  | <b>Election Officials</b><br><br>Unspecified, Moreover, the state attorney general opinion does not address whether payment is required if a private employee is absent from work because he or she is serving as an election official. |  |
| Oklahoma | An employee that is a registered voter who does not have 3 hours before or after work to vote on election day or day of in person absentee voting. | <p>2 hours or "sufficient time to cast a ballot." This time must be provided on election day or on the day of in person absentee voting.</p> <p>If, due to the voting place's distance, more than 2 hours are required to vote, the employee must be allowed a sufficient time to cast a ballot.</p> <p>If, however, distance is not an issue, an employer must provide 2 hours of leave.</p> <p>An employer may designate when leave may be taken and must notify each employee of same.</p> <p>An employer may change an employee's work hours to provide an employee 3 hours of time in which to vote before his or her shift begins or ends.</p> | <p>Paid, if an employee provides proof of voting.</p> <p>Otherwise, he or she may be penalized or subject to compensation loss.</p>   | An employee must provide verbal or written notice 3 days prior to election day or day of in person absentee voting, whichever is applicable. |
| Oregon   | No leave provision.  | No leave provision.  | No leave provision.   | No leave provision.  |

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| Pennsylvania   | No leave provision.<br><br>However, an employer may not prevent an employee from voting at any election.   | No leave provision.   | No leave provision.  | No leave provision.   |
| Rhode Island   | No leave provision.  | No leave provision.   | No leave provision.  | No leave provision.   |
| South Carolina | No leave provision.<br><br>However, it is unlawful discharge from employment because an employee exercises political rights and privileges guaranteed to by the federal and state laws and constitutions.  | No leave provision.   | No leave provision.  | No leave provision.   |
| South Dakota   | An employee that is an eligible voter who does not have 2 consecutive nonworking hours available to vote while the polls are open.   | <b>2 consecutive hours.</b><br><br>An employer may designate when leave may be taken.   | Paid.<br><br>No deductions may be made from an employee's usual salary or wages, nor can employers penalize employees, for taking leave.   | No notice requirement.  |
| Tennessee      | <b>Voters</b><br><br>An employee that is an eligible voter who does not have 3 hours before or after work to vote.<br><br><b>Voting Machine Technicians</b><br><br>An employee that is appointed by the county election commission to prepare and maintain voting machines who has full-time | <b>Voters</b><br><br>"Reasonable time," not to exceed 3 hours.<br><br>An employer may specify when leave may be taken.<br><br><b>Voting Machine Technicians</b><br><br>The employee must be provided leave for the days required to perform his or her technician duties. | <b>Voters</b><br><br>Paid.<br><br>No deductions may be made from an employee's pay, nor can employers penalize employees, for taking leave.<br><br><b>Voting Machine Technicians</b><br><br>Unpaid.<br><br>However, an employer cannot | <b>Voters</b><br><br>An employee must apply for leave before 12:00 p.m. the day before the election.<br><br><b>Voting Machine Technicians</b><br><br>No notice requirement. |

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|       | employment other than that of a technician.   |   | require an employee to use vacation or other leave time for the days he or she performs technician duties.  |   |
| Texas | <p>An employee that does not have 2 consecutive hours before or after work to vote.</p> <p>An employer need not provide an employee time off to vote if he or she has sufficient time to vote during non-working hours.</p> | <p>The statute does not specify how much leave must be provided.</p> <p>The state attorney general, however, has opined that, if an employee is entitled to take leave during work hours, <i>i.e.</i>, he or she does not have the requisite consecutive non-working hours in which to vote, "reasonable time" to vote must be provided - "enough time to enable him [or her] to attend the polls while they are open."</p> <p>Sufficient time, per the attorney general, is fact-specific and will differ depending on the applicable circumstances.</p> <p>The Texas Commission contends that employers should let employees have at least 2 hours off to vote.</p> | <p>Paid.</p> <p>An employer violates the statute by threatening to impose a "penalty" against the individual for attending the polls on election day to vote.</p> <p>A "penalty" means "a loss or reduction of wages or another benefit of employment."</p> | No notice requirement.                                |
| Utah  | An employee that does not have at least 3 hours that they are not employed between the time the polls open and close is eligible for leave.   | <p><b>Up to 2 hours.</b></p> <p>An employer may specify when leave may be taken.</p> <p>However, if the employee requests that leave occur at the</p>   | <p>Paid.</p> <p>No deductions may be made from an employee's usual salary or wages.</p>   | An employee must apply for leave before election day. |



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|          |  | beginning or end of the shift, the employer must grant the request.  |   |  |
| Vermont  | <p>Vermont does not have a time off to vote law.</p> <p><b>Annual Town Meetings</b></p> <p>However, employees have the right to take leave from work to attend an annual town meeting provided the time off does not conflict with the essential operations of the employer.</p>   | <p><b>Annual Town Meetings</b></p> <p>Unspecified.</p>   | <p><b>Annual Town Meetings</b></p> <p>Unpaid.</p>   | <p><b>Annual Town Meetings</b></p> <p>An employee must notify his or her employer at least 7 days prior to the date of the town meeting.</p>   |
| Virginia | <p><b>Voters</b></p> <p>No leave provision.</p> <p>While there are no voting leave provisions for private employees, Election Day, which is the Tuesday following the first Monday in November, has been designated as a state legal holiday. The new law describes Election Day as a day for the right of citizens of a free society to exercise the right to vote.</p> <p><b>Election Officers</b></p> <p>Employers cannot discharge or take adverse action against an employee who serves as an election officer;</p> | <p><b>Voters</b></p> <p>No leave provision.</p> <p>While there are no voting leave provisions for private employees, Election Day, which is the Tuesday following the first Monday in November, has been designated as a state legal holiday. The new law describes Election Day as a day for the right of citizens of a free society to exercise the right to vote.</p> <p><b>Election Officers</b></p> <p>Unspecified.</p> <p>However, an employee who serves 4 or more hours, including travel time, as an election officer</p> | <p><b>Voters</b></p> <p>No leave provision.</p> <p><b>Election Officers</b></p> <p>Unspecified.</p> <p>However, an employer cannot require an employee to use sick leave or vacation time during his or her leave.</p> <p>The above provision will apply to persons who serve as members of a local electoral board, an assistant general registrar, in addition to election officials.</p> | <p><b>Voters</b></p> <p>No leave provision.</p> <p>While there are no voting leave provisions for private employees, Election Day, which is the Tuesday following the first Monday in November, has been designated as a state legal holiday. The new law describes Election Day as a day for the right of citizens of a free society to exercise the right to vote.</p> <p><b>Election Officers</b></p> <p>An employee must provide "reasonable notice," though no further guidance is provided</p> |

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|               | <p>nor can an employer require said employee to use sick leave or vacation time during leave.</p> <p>The above provision will apply to persons who serve as members of a local electoral board, an assistant general registrar, in addition to election officials.</p> | <p>cannot be required to start a work shift that commences at or after 5:00 p.m. on the day of service, or begin a shift before 3:00 a.m. the day following the day of service.</p> <p>The above provision will apply to persons who serve as members of a local electoral board, an assistant general registrar, in addition to election officials.</p>  |  | <p>concerning what constitutes reasonable notice.</p> <p>The above provision will apply to persons who serve as members of a local electoral board, an assistant general registrar, in addition to election officials.</p> |
| Washington    | No leave provision.  | No leave provision.   | No leave provision.  | No leave provision.  |
| West Virginia | An employee that is entitled to vote who does not have 3 or more hours off work to vote.   | <p><b>Up to 3 hours, if necessary.</b></p> <p>In essential government, health, hospital, transportation and communications services, and in production, manufacturing and processing works, requiring continuity of operations, the employer may, after receiving a written demand for time off to vote, specify when leave may be taken, but leave must provide ample and convenient time and opportunity to vote.</p> | <p>Paid.</p> <p>No deductions may be made from an employee's usual salary or wages, nor can employers penalize an employee, for taking leave.</p> <p>However, if an employee with 3 or more hours off work to vote fails to vote during that time and requests and takes leave during work hours, time spent taking leave may be deducted from his or her wages or salary.</p> | An employee must provide written notice at least 3 days before election day.   |
| Wisconsin     | <p><b>Voters</b></p> <p>An employee that is entitled to vote in an election.</p>   | <p><b>Voters</b></p> <p><b>Up to 3 successive hours.</b></p> <p>An employer may specify when</p>  | <p><b>Voters</b></p> <p>Unpaid.</p> <p>An employer may deduct lost</p>   | <p><b>Voters</b></p> <p>An employee must provide notice before election day.</p>   |

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|         | <p><b>Election Officials</b></p> <p>An employee that is appointed to serve as an election official.</p> | <p>leave may be taken.</p> <p><b>Election Officials</b></p> <p>An employee who is appointed to serve as an election official must be provided leave for the entire 24-hour period of each election day in which he or she serves.</p> | <p>work time from the employee's wages, but may not impose any other penalty because of the leave.</p> <p><b>Election Officials</b></p> <p>Unpaid.</p> <p>However, an employee's service must not affect his or her fringe benefits or seniority privileges earned for scheduled working hours during his or her leave.</p> <p>Moreover, an employer cannot penalize an employee who serves as an election official.</p> | <p><b>Election Officials</b></p> <p>An employee must provide at least 7 days' notice.</p> <p>Moreover, an employer can request the municipal clerk to verify the employee's appointment.</p> |
| Wyoming | An employee that is eligible to vote who does not have 3 or more consecutive non-working hours to vote. | <p><b>1 hour, excluding meal periods.</b></p> <p>An employer may specify when leave may be taken.</p>   | Paid, if the employee votes.   | No notice requirement.   |

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