

STATE VOTING LEAVE LAWS

STATE	MAXIMUM AMOUNT OF TIME OFF	ADVANCE NOTICE REQUIRED	PAID	STATE	MAXIMUM AMOUNT OF TIME OFF	ADVANCE NOTICE REQUIRED	PAID
AL	1 hour, unless 2 hours before or 1 hour after work available	Yes	n/a	NV	1 hour, if distance of poll from workplace is 2 miles or less; 2 hours, if distance is more than 2 miles, but under 10 miles; 3 hours, if distance is more than 10 miles	Yes	Yes
AK	Sufficient time off, unless 2 consecutive non-work hours available	n/a	Yes				
AZ	3 consecutive hours, unless 3 consecutive non-work hours available	Yes	Yes	NM	2 hours, unless work begins 2 hours after polls open or ends 3 hours before polls close	n/a	Attorneys General have construed law to require 2 paid hours, unless work-day starts more than 2 hours after polls open or ends more than 3 hours before polls close
AR	Work schedule must allow time off to vote	n/a	n/a				
CA	Sufficient time when added to non-work time; employer can require at beginning or end of shift	Yes	Yes, up to 2 hours				
CO	2 hours, unless 3 non-work hours available	Yes	Yes, up to 2 hours	NY	Sufficient time off, unless 4 consecutive non-work hours available while polls are open	Yes	Yes, up to 2 hours
				OH	Reasonable time off	n/a	n/a
GA	2 hours, unless 2 non-work hours available	Yes	n/a	OK	2 hours, unless 3 non-work hours available; if travel time to poll exceeds 2 hours, sufficient time off	Yes	Yes, with proof of vote
HI	2 hours, unless 2 non-work hours, excluding meals/breaks, available	n/a	Yes, with proof of vote	SD	2 hours, unless 2 consecutive non-work hours available	n/a	Yes
				TN	3 hours, unless 3 hours before or after work available	Yes	Yes
IL	2 hours, unless 2 non-work hours available	Yes	Yes	TX	Sufficient time off, unless 2 consecutive non-work hours available	n/a	Yes
IA	3 hours, unless 3 consecutive non-work hours available	Yes	Yes				
KS	2 consecutive hours; where polls open before or after work, total time up to 2 hours, when added to free time	n/a	Yes	UT	2 hours, unless 3 non-work hours available	Yes	Yes
KY	4 hours	Yes	n/a	VT	Leave, as long as it does not adversely impact essential business operations	Yes	No
				WA	2 hours, unless 2 non-work hours, excluding meals/breaks, available	n/a	Yes
MD	2 hours, unless 2 consecutive non-work hours available	n/a	Yes, with proof of vote	WV	3 hours, unless 3 consecutive non-work hours available	Yes	Yes, unless employee has 3 non-work hours available and fails to vote
MA	First 2 hours after polls open in manufacturing, mechanical, and mercantile establishments	Yes	n/a				
MN	Sufficient time off during the morning of Election Day	n/a	Yes	WI	3 successive hours	Yes	No
				WY	1 hour, excluding meals, unless 3 consecutive non-working hours available	n/a	Yes, if vote is cast
MO	3 hours, unless 3 consecutive non-work hours available	Yes	Yes, if vote is cast	NE	2 hours, unless 2 non-work hours available	Yes	Yes
NE	2 hours, unless 2 non-work hours available	Yes	Yes				

Note: Some states have provisions that apply exclusively to public or state employers that are not included here.