

# State Law Chart Builder

Customizable employment law answers for HR

## Voting Leave

- Does the state protect employees who take leave to vote in elections?

State	Main provisions of law	Covered employers
US	<p>Though federal law protects citizens' right to vote, there is no federal law that mandates employers to give employees a specific amount of time off to do so.</p> <p>Many states have filled this void in the law with specific provisions and sanctions. Some states require employees to give reasonable notice of absence to the employer. Also, many state laws require employees to use their available time outside of work hours to cast their votes if there is sufficient time before or after work to get to local polls.</p>	
AL	<p>Employees in the state shall, upon reasonable notice to their employer, be permitted to take necessary time off from their employment to vote in any municipal, county, state, or federal political party primary or election for which the employee is qualified and registered to vote on the day on which the primary or election is held. The necessary time off shall not exceed 1 hour and if the hours of work of the employee commence at least 2 hours after the opening of the polls or end at least 1 hour prior to the closing of the polls, then the time off for voting shall not be available. The employer may specify the hours during which employees may take time off to vote. While it is not required, an employer may pay employees for taking time off to vote.</p> <p><i>Citation:</i> Ala. Code § 17-1-5.</p>	All employers.
AK	<p>All employees who are qualified voters and don't have 2 consecutive hours of nonwork time while polls are open may take off, without loss of pay, in order to have sufficient time outside working hours within which to vote.</p> <p>Note that if an employee has at least 2 consecutive hours to vote, either before or after work, when the polls are open, an employer is not required to provide such paid time off.</p> <p><i>Citation:</i> Alaska Stat. Ann. §§ 15.15.100 and 15.25.209.</p>	State government.

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AZ	<p>Employers are required to provide all employees with time off to vote if there are fewer than 3 consecutive hours between when polls open and the beginning of an employee's shift or fewer than 3 hours of open polls after the end of an employee's workday. In such event, employees may take enough time at the beginning or end of their work shifts that, when added to the time difference between work shift hours and opening or closing of polls, will provide a total of 3 consecutive hours. Employers may specify the hours that employees may be absent.</p> <p><i>Citation: A.R.S. § 16-402(A).</i></p>	No state law provides leave for this purpose.
AR	<p>All employers must schedule the work hours of its employees on election days so that they will have time to vote.</p> <p><i>Citation: Ark. Code Ann. § 7-1-102.</i></p>	All employers.

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CA	<p>California employers must ensure that all employees eligible to vote have sufficient time outside of working hours to vote at a statewide election. The time off provided should only be at the beginning or end of a shift, as determined by the employer, as to whichever enables the most free time for voting and the least time off from the regular working shift (unless otherwise agreed).</p> <p><i>Citation:</i> Cal. Elec. Code §§ 14000(a) and (b).</p> <p>Not less than 10 days before every statewide election, employers must post notice of employees' rights to take time for voting.</p> <p><i>Citation:</i> Cal. Elec. Code § 14001.</p>	All employers.

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CO	<p>Employees who are registered voters and who do not have at least 3 hours outside of work to vote are entitled to up to 2 hours of paid leave to vote while the polls are open. Employers may specify the hours during which employees may take time off to vote, but the hours shall be at the beginning or end of employees' work shifts.</p> <p>Employees who take time off to vote are protected from adverse employment actions by their employers.</p> <p><i>Citation:</i> Col. Rev. Stat. §§ 1-7-102 and 31-10-603.</p> <p>Colorado law also makes it unlawful for an employer to control, in any manner, whether or for whom an employee votes. Employers can't enclose with or attach to an employee's paycheck "any political mottoes, devices, or arguments containing threats, express or implied, intended or calculated to influence the political opinions, views or actions" of their employees. The law also prohibits employers from posting in the workplace any fliers or posters that threaten or otherwise state that if a certain candidate or ticket is elected, the employer will close or wages will go down or other express or implied threats intended to influence employee votes.</p> <p><i>Citation:</i> Col. Rev. Stat. § 1-13-719.</p>	All employers.

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CT	<p>Connecticut employers must provide all employees with 2 hours of unpaid time off to vote.</p> <p>An employee is eligible for leave (1) in the case of a state election and/or (2) when an employee is an elector in the case of any special election for United States senator, representative in Congress, state senator, or state representative.</p> <p><i>Citation:</i> Conn. Gen. Stat. § 31-57y.</p>	<p>There is no provision for this topic in this state.</p>
DC	<p>Under the Leave to Vote Amendment Act of 2020 all Washington, D.C. employers with at least 1 employee must, upon the request of an employee, provide the employee with at least 2 hours of paid leave to vote in person in any election, or, if the employee is not eligible to vote in Washington, D.C., in any election run by the jurisdiction in which the employee is eligible to vote.</p> <p>Employers must post and maintain a notice that includes an easily understood description of the provisions of the Leave to Vote Amendment Act of 2020.</p> <p><i>Citation:</i> D.C. Law 23-110.</p>	<p>All Washington, D.C. employers with at least 1 paid employee.</p>
DE	<p>There is no Delaware law requiring employers to give their employees paid or unpaid time off to vote in public elections. However, it is unlawful for an employer to discharge an employee from employment or occupation because of the exercise of political rights and privileges.</p>	<p>There is no provision for this topic in this state.</p>

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FL	<p>Employers are prohibited from discharging or threatening to discharge any employees who vote in state or local elections. The same prohibitions apply to prevent employers from discharging or threatening to discharge employees who refuse to vote.</p> <p>Some local ordinances also give employees time off without pay to vote on an election day.</p> <p><i>Citation:</i> Fla. Stat. Ann. § 104.081.</p>	Public employers.
GA	<p>Georgia employers are required to grant employees (who are registered voters) up to 2 hours to take time off to vote in any municipal, county, state, or federal political election. If an employee is scheduled to come in at least 2 hours after the polls have opened or is scheduled to get off work at least two hours before the polls close, an employer does not have to give that employee time off to vote. Employers may specify the hours employees may use to take such leave.</p> <p><i>Citation:</i> O.C.G.A. § 21-2-404.</p>	No state law provides leave for this purpose.

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HI	<p>As of 2020, Hawaii employers are no longer required to provide employees 2 hours of time off to vote. The state has instituted voting by mail for all elections.</p> <p><i>Citation:</i> Hawaii Res. Stat. § 11-95 (repealed July 1, 2019).</p> <p>While no Hawaii law requires employers to give their employees paid or unpaid time off to vote in public elections, it is unlawful for employers to discharge employees from employment or occupation because of the exercise of political rights and privileges.</p>	All employers.

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ID	<p><b>Private Employers</b></p> <p>There is no Idaho law requiring employers to give their employees paid or unpaid time off to vote in public elections. However, Idaho employers should be cautious when denying employees the opportunity to vote and should not discipline or terminate employees for actually voting.</p> <p>While state law does not provide voting leave for private employees, statutory law makes it unlawful for Idaho employers to stifle, threaten, or otherwise influence employees' votes by threatening them with discharge.</p> <p>For an Idaho private employer to avoid any appearance of domination or interference with an employee's ability to vote, it is generally advisable to either ensure that employees have an opportunity to vote in off hours or grant them time off to vote. If an employer chooses either option, it should consider doing so in a written policy applicable to all employees. Such a policy also should address the issue of preventing supervisors or managers from stifling or otherwise influencing an employee's vote.</p> <p><i>Citation:</i> Idaho Code § 18-2319.</p> <p><b>Public Employers</b></p> <p>Idaho public employers are subject to stricter regulatory requirements than private employers. The Idaho Administrative Procedures Act (APA), found in Title 67,</p>	All employers.

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	<p>Chapter 52 of the Idaho Code Statutes Annotated, requires that Idaho's public employers give their employees time off to vote when the employees' scheduled workdays interfere with their ability to reach the polls.</p> <p>Idaho's statutory law is a direct result of the U.S. Supreme Court's ruling in <i>Day-Bright Lighting, Inc. v. Missouri</i>, 342 U.S. 421, 72 S. Ct. 405 (1952), which upheld a Missouri statute that required employers to grant paid time off to employees for them to vote in public elections. The Supreme Court determined that state legislators may enact laws that "free employees from the domination of employers" with respect to voting and that such requirements don't violate the equal protection laws.</p> <p><i>Citation:</i> Idaho Code § 67-52.</p>	
IL	<p>All Illinois employers must allow its employees 2 hours of paid time off work between the time of opening and closing of the polls to vote, but only if the employee's working hours begin less than 2 hours after the opening of the polls and end less than 2 hours before the closing of the polls. Employers may specify the hours employees may be absent.</p> <p><i>Citation:</i> 10 ILCS 5/7-42 and 10 ILCS 5/17-15.</p>	All employers.

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IN	<p>There is no Indiana law requiring employers to give their employees paid or unpaid time off to vote in public elections. However, it is unlawful for an employer to discharge an employee from employment or occupation because of the exercise of political rights and privileges.</p>	<p>There is no provision for this topic in this state.</p>
IA	<p>All employees in Iowa are entitled to vote. Employees who do not have 2 consecutive hours in the period between the time of the opening and the time of the closing of the polls during which the employee is not required to be present at work for an employer, is entitled to such time off from work time to vote as will in addition to the person's nonworking time total 2 consecutive hours during the time the polls are open.</p> <p><i>Citation: Iowa Code § 49.109 (§§ 39A.5, 903.1).</i></p>	<p>All employers.</p>
KS	<p>All employees entitled to vote in elections conducted by the county election officer are entitled to a voting leave period not to exceed 2 consecutive hours. Employers may specify when the 2-hour period must be taken. It's permissible for employers to specify that the 2-hour voting period (or any portion of it) be taken prior to or after an employee's regular working hours if the polls are open at such times.</p> <p>Employers may not require any portion of the 2-hour period to be taken over the employee's regular meal period.</p> <p><i>Citation: K.S.A. § 25-418.</i></p>	<p>No state law provides leave for this purpose.</p>

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KY	<p>Employers must provide employees with at least 4 hours of leave to either vote or cast an absentee ballot. Employers may specify the hours when such leave can be taken.</p> <p><i>Citation:</i> Ky. Const. § 148 and KRS § 118.035(2).</p>	All employers.
LA	<p>There is no Louisiana law requiring public or private employers to give their employees paid or unpaid time off to vote. However, La. Rev. Stat. Ann. §§ 23:961 through 23:962 prohibit employers from discriminating against employees based on political beliefs.</p> <p><i>Citation:</i> La. Rev. Stat. Ann. §§ 23:961 through 23:962.</p>	Employers with 20 or more regularly employed employees.
ME	<p>There is no Maine law requiring employers to give their employees paid or unpaid time off to vote in public elections. However, it is unlawful for an employer to discharge an employee from employment or occupation because of the exercise of political rights and privileges.</p>	There is no provision for this topic in this state.
MD	<p>Eligible voters are allowed up to 2 hours of paid leave unless they have 2 continuous nonworking hours when polls are open. Deduction from wages is prohibited for employees who use the time to vote or attempt to vote. Employees can be required to furnish proof to the employer of voting or attempting to vote. It is unclear if an employer may designate the hours an employee may take to go vote.</p> <p><i>Citation:</i> Md. Code Ann., Elect. Law § 10-315.</p>	All employers.

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MA	<p>Under Massachusetts law, employees working in manufacturing, mechanical, or mercantile establishments are entitled to time off to vote during the first 2 hours polls are open.</p> <p>Note that although the statute seems to apply only to certain employers, it isn't as it seems. Mechanical establishment under the statute means any establishment where "machinery is employed." Further, at least one court in Massachusetts has held that a computer is machinery. Accordingly, the statute has been interpreted to apply broadly to almost all employers in Massachusetts. The leave, however, may be unpaid.</p> <p><i>Citation:</i> Mass. Gen. Laws c. 149, § 178.</p>	All mercantile, manufacturing, and mechanical establishments.

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MN	<p>All Minnesota employees who are eligible to vote in an election have the right to be absent from work for the purpose of voting during the morning of the day of an election. Specifically, the statute provides that the amount of time an employee is given must be adequate to (1) appear at the employee's polling place, (2) cast a ballot, and (3) return to work. It is important to note that the statute makes it clear that an employee should be given sufficient time to vote but the law does not specify if an employer may designate the hours an employee takes to vote.</p> <p>Election under the statute means a regularly scheduled state primary or general election, an election to fill a vacancy in the office of United States senator or United States representative, or an election to fill a vacancy in the office of state senator or state representative.</p> <p>Importantly, the statute establishes that no employee may be requested, directed, or permitted to canvass for or against any candidate or render any other services for or against any candidate or group of candidates, during any of the hours within which the salary of the employee as an employee is being paid or agreed to be paid. No employee may be allowed any vacation or leave of absence at the expense of the employer to render any service or services for or against any candidate or group of candidates, or to take any active part in any election campaign whatsoever, except the necessary time to cast</p>	All employers.

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	his or her vote.  <i>Citation:</i> Minn. Stat. Ann. § 23-15-871 (204C.04, Subd. 1).	
MS	There is no Mississippi law requiring employers to give their employees paid or unpaid time off to vote in public elections. Under Miss. Code Ann. § 23-15-871, no employee is allowed to take any part in an election campaign at the expense of the employer, except the necessary time to cast his/her vote. If an employee's regular working hours do not otherwise allow him/her time to vote, an employer may allow that employee to take vacation or leave time so he/she has the necessary time to cast his or her vote.  <i>Citation:</i> Miss. Code Ann. § 23-15-871.	All employers.
MI	There is no Michigan law requiring employers to give their employees paid or unpaid time off to vote in public elections. However, it is unlawful for an employer to discharge an employee from employment or occupation because of the exercise of political rights and privileges.	No state law provides leave for this purpose.

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MO	<p>All Missouri employers are required to allow employees to take time off to vote. An employee's request for time off to vote on an election day, if their regular schedules do not give them 3 successive hours in which to vote while the polls are open, entitles that employee to be off work for an amount of time that will give them 3 successive hours to vote. Employers may specify the hours that employees may be absent.</p> <p><i>Citation:</i> R.S.Mo. § 115.639(1).</p>	All employers.
MT	<p>There is no Montana law requiring employers to give their employees paid or unpaid time off to vote in public elections. However, it is unlawful for an employer to discharge an employee from employment or occupation because of the exercise of political rights and privileges.</p>	There is no provision for this topic in this state.
NE	<p>All Nebraska employees who are registered voters and do not have 2 consecutive hours of nonwork time when polls are open may take off enough time to allow 2 consecutive hours for voting. Employers may specify the hours employees may be absent.</p> <p><i>Citation:</i> Neb. Rev. St. § 32-922.</p>	All employers.

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NV	<p>Under Nevada law, employees who are registered voters can leave work to vote if it is impracticable for them to vote before or after work. Nevada law sets out what is considered sufficient time, which is determined by the distance between an employee's workplace and a polling place. If the distance is (a) 2 miles or less, an employee is entitled to leave work for 1 hour; (b) between 2 and 10 miles, 2 hours; or (c) more than 10 miles, 3 hours.</p> <p><i>Citation:</i> Nev. Rev. Stat. Ann. § 293.463(1).</p> <p>Employers can designate the appropriate time for employees to leave work to go vote.</p> <p><i>Citation:</i> Nev. Rev. Stat. Ann. § 293.463.</p>	No state law provides leave for this purpose.
NH	<p>There is no New Hampshire law requiring employers to give their employees paid or unpaid time off to vote in public elections. Note, however, that if an employee must be physically present at work or in transit to and from work from beginning to end of the polling hours, he or she may apply to vote by absentee ballot.</p> <p><i>Citation:</i> N.H. Rev. Stat. Ann. § 657:1.</p>	There is no provision for this topic in this state.

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NJ	<p>There is no New Jersey law requiring employers to give their employees paid or unpaid time off to vote in public elections. However, it is unlawful for an employer to discharge an employee from employment or occupation because of the exercise of political rights and privileges.</p> <p><i>Citation:</i> N.J. Stat. Ann. §§ 19:34-27, 19:34-28, 19:34-31.</p>	There is no provision for this topic in this state.
NM	<p>All New Mexico employees (including qualified voters in elections of Indian nations, tribes, or pueblos) may request 2 hours of leave for the purpose of voting between the time of opening and closing of the polls. Voting leave under the statute does not apply to employees whose workdays begin more than 2 hours after polls open or end more than 3 hours before the time polls close.</p> <p>Employers may not penalize employees for taking such an absence, but employers may specify the hours when employees can be absent. However, the 2-hour period allowed may not include employees' normal lunch periods or periods before or after their normal working hours.</p> <p>The law is applicable to all statewide general elections, primary elections, statewide special elections, elections to fill vacancies of U.S. Representatives, and school district elections.</p> <p><i>Citation:</i> N.M. Stat. Ann. 1978, § 1-12-42(A) and (B).</p>	All employers.

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NY	<p>New York has long permitted employees to take leave on election days under N.Y. Elec. Law § 17 3-110. Under the old law, employees were permitted to take up to 2 hours of paid leave if the polls weren't open for more than 4 hours before or after their work shift.</p> <p>Under the 2019 amended version of N.Y. Elec. Law § 17 3-110, employees who are registered to vote are entitled to take up to 3 hours of leave regardless of their work shift and the opening and closing times of the polls. Employees can take paid leave to vote in any election, which appears to include state and national elections, primaries, and any local or special election regardless of the timing. The amended law permits the time off at either the beginning or the end of an employee's shift, and the employer gets to choose whether the leave is taken at the beginning or end of the shift.</p> <p>The amended law does not modify the requirement that employers must notify employees of their right to take leave to vote. All New York employers must post, at least 10 days before the date of any election, notice that employees are entitled to paid voting leave, and the notice must remain posted through the closing of the polls.</p> <p><i>Citation:</i> N.Y. Elec. Law § 17 3-110 et seq.</p> <p><i>NOTE:</i> The amended law does not appear to require employees to provide any proof that they actually voted. It is also unclear if employers can require proof that employees</p>	All employers.

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	<i>are registered to vote, despite the language in N.Y. Elec. Law § 17 3-110 that indicates only registered voters are permitted to take the leave.</i>	
NC	There is no North Carolina law requiring employers to give their employees paid or unpaid time off to vote in public elections. However, discharging employees for taking time to vote could implicate the wrongful discharge in violation of public policy theory.	No state law provides leave for this purpose.
ND	North Dakota law encourages all employers to establish policies granting employees time to vote during work hours if they cannot vote during nonwork hours, but such policies aren't required. The statute does not specify a period of absence.  <i>Citation:</i> N.D. Cent. Code § 16.1-01-02.1.	All employers.
OH	Ohio employers must provide employees with a reasonable amount of time to vote on an election day. The law does not specify if employers can designate the hours employees may be absent.  Employers may not interfere with, discriminate, or retaliate against employees for taking a reasonable amount of time to vote. Employers are prohibited from printing statements on pay envelopes or posting any kind of threat or notice intended to influence employee political opinions.  <i>Citation:</i> Ohio Rev. Code §§ 3599.05 and 3599.06.	The term "employer" is not defined by the statute, but the statute is widely considered to apply to all employers in Ohio.

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OK	<p>All Oklahoma employees who are eligible to vote must be granted 2 hours of leave to vote. The law does not apply to individuals whose workday begins 3 hours or more after the opening of the polls or whose workday ends 3 hours or more before polls close. If an employee is at such distance from the voting place that more than 2 hours are required to attend an election, the employee is allowed a sufficient time in which to cast a ballot. Employers are entitled to select the time employees may vote during work hours.</p> <p><i>Citation:</i> Okla. Stat. tit. 26, § 7-101 et seq.</p>	All employers.
OR	<p>There is no Oregon law requiring employers to give their employees paid or unpaid time off to vote in public elections. However, Oregon does have a vote-by-mail system.</p> <p>It is unlawful for an employer to discharge an employee from employment or occupation because of the exercise of political rights and privileges.</p>	There is no provision for this topic in this state.
PA	<p>There is no Pennsylvania law requiring employers to give their employees paid or unpaid time off to vote in public elections. However, employers cannot threaten or intimidate employees to influence their political opinions or actions.</p> <p><i>Citation:</i> 25 Pa. Cons. Stat. § 3547.</p> <p>It is unlawful for an employer to discharge an employee from employment or occupation because of the exercise of political rights and privileges.</p>	There is no provision for this topic in this state.

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RI	<p>There is no Rhode Island law requiring employers to give their employees paid or unpaid time off to vote in public elections. However, it is unlawful for an employer to discharge an employee from employment or occupation because of the exercise of political rights and privileges.</p>	<p>There is no provision for this topic in this state.</p>
SC	<p>There is no South Carolina law requiring employers to give their employees paid or unpaid time off to vote in public elections. However, it is unlawful for an employer to discharge an employee from employment or occupation because of the exercise of political rights and privileges.</p> <p><i>NOTE: While state law does not provide voting leave for employees, the South Carolina Uniform Military and Overseas Voters Act provides for absentee voting protection for overseas military service members.</i></p> <p><i>Citation: S.C. Code Ann. §§ 7-15-600 et seq. and 16-17-560).</i></p>	<p>No state law provides leave for this purpose.</p>
SD	<p>All South Dakota employees may be absent for up to 2 consecutive hours during the time polls are open, provided there are not 2 consecutive hours of open polls when the employee isn't required to be at work. The employer may specify the hours during which employee may absent to take voting leave.</p> <p><i>Citation: S.D. Cod. Laws § 12-3-5.</i></p>	<p>No state law provides leave for this purpose.</p>

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TN	<p>Tennessee law requires all employers to provide eligible employees (registered voters) a reasonable amount of time, up to three hours, to vote. However, an employer does not need to provide voting leave if an employee has at least 3 consecutive hours of nonworking time, such as in the mornings or evenings, during the time the polls are open.</p> <p><i>Citation:</i> Tenn. Code Ann. § 2-1-106(a).</p> <p>Employers may specify the time during which the employee may take leave to vote.</p> <p><i>Citation:</i> Tenn. Code Ann. § 2-1-106(d).</p>	All employers.
TX	<p>Texas employers must permit employees to be absent from work on an election day for the purpose of attending the polls to vote.</p> <p><i>Citation:</i> Tex. Elec. Code Ann. § 276.004(a)(1).</p> <p>An employer does not have to provide employees with leave to vote when the polls are open on an election day for 2 consecutive hours outside of employees' working hours. The statute does not specify a period of absence or whether employers may specify the time during which an employee may take leave to vote.</p> <p><i>Citation:</i> Tex. Elec. Code Ann. § 276.004(b).</p>	All employers.

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UT	<p>Utah employers must allow up to 2 hours of paid leave so that employees can vote if they aren't already off work at least 3 hours during the time polls are open. Employers may specify the hours during which employees may take leave to go vote except when an employee requests leave at the beginning or end of the work shift when an employer must grant such a request.</p> <p><i>Citation: Utah Code § 20A-3a-105(1)(a) and (c).</i></p>	All employers.
VT	<p>There is no Vermont law requiring employers to give their employees paid or unpaid time off to vote in public elections. It is unlawful for an employer to discharge an employee from employment or occupation because of the exercise of political rights and privileges.</p> <p><i>NOTE: Vermont employees have the right to take unpaid leave to attend annual town meetings, provided they notify their employers at least 7 days prior to the date of the town meetings.</i></p> <p><i>Citation: 21 V.S.A. § 472b.</i></p>	All employers.

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VA	<p>There is no Virginia law requiring employers to give their employees paid or unpaid time off to vote in public elections. It is unlawful for an employer to discharge an employee from employment or occupation because of the exercise of political rights and privileges.</p> <p><i>NOTE: The Tuesday following the first Monday in November, Election Day, is a legal holiday in Virginia.</i></p> <p><i>Citation: VA Code § 2.2-3300.</i></p>	All employers.
WA	<p>There is no Washington law requiring employers to give their employees paid or unpaid time off to vote in public elections. However, Washington is a vote by mail state and has thus repealed Wash. Rev. Code Ann. § 49.28.120 that formerly required employers to allow employees up to 2 hours of time off to vote while polling places were open.</p> <p>It is unlawful for an employer to discharge an employee from employment or occupation because of the exercise of political rights and privileges.</p>	There is no provision for this topic in this state.

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WV	<p>All West Virginia employees who are eligible to vote are entitled to take up to 3 hours of voting leave if their scheduled work hours on an election day are such that the employee does not have 3 or more hours of free time away from work while the polls are open to vote. In certain circumstances, employers may specify the window of time employees may be absent from work to vote. Note that in essential government, health, hospital, transportation, and communications services and in production, manufacturing, and processing workplaces requiring continuity in operation, employers may arrange and schedule time off for voting to avoid impairment or disruption of essential services and operations. Employers that wish to schedule voting time for their employees in this manner must be sure to provide sufficient voting leave to every employee who submits a timely written demand.</p> <p>Employers cannot discharge, discipline, or otherwise penalize any employee who uses voting leave or discourage employees from taking time off to vote.</p> <p><i>Citation: W. Va. Code § 3-1-42.</i></p>	All employers.

# State Law Chart Builder

Customizable employment law answers for HR

## Voting Leave

- Does the state protect employees who take leave to vote in elections?

State	Main provisions of law	Covered employers
WI	<p>Wisconsin law provides that any employee who is entitled to vote in an election is entitled to be absent from work for a maximum of 3 successive hours for the purpose of voting when the polls are open. The law applies to all Wisconsin employers, including governmental employers. Employers may specify the time during which an employee may take leave to vote.</p> <p><i>Citation:</i> Wis. Stat. §§ 6.76(1) and 12.07(1).</p> <p>Employers are also prohibited from threatening to discharge an employee, threatening to reduce an employee's wages, or promising to pay an employee higher wages in an attempt to influence the employee to give or withhold his or her vote in an election.</p> <p><i>Citation:</i> Wis. Stat. § 12.60(1)(b).</p>	All employers.
WY	<p>All Wyoming employees who are eligible to vote are allowed to be absent from work to go vote for a period of 1 hour (other than meal hours). This voting leave requirement does not apply when an employee has 3 or more consecutive nonworking hours during the time the polls are open. Such leave is to be at the convenience of the employer between the time of opening and closing of the polls.</p> <p><i>Citation:</i> Wyo. Stat. Ann. § 22-2-111 et seq.</p>	All employers.