

## State Law Voting Chart

	How much time	Paid time off	Advance notice	Specified time off	Special considerations	Source of law
AL	Up to one hour	Not addressed	Yes	Yes	No time off if shift either starts at least two hours after polls open or ends at least one hour before polls close	<a href="#">§17-1-5</a>
AK	Enough time to vote	Yes	Not addressed	Not addressed	No time off if polls are open at least two hours before or after shift	<a href="#">§15.15.100</a>
AR	Enough for opportunity to vote	Not addressed	Not addressed	Not addressed	Fine of up to \$250	<a href="#">§7-1-102</a>
AZ	Up to three hours	Yes	Yes	Yes	No time off if polls are open at least three hours before or after shift; employee must give notice before election day	<a href="#">§16-402</a>
CA	Enough time at start or end of shift to vote	Yes, up to two hours	Yes, two working days	Yes, start or end of shift or by mutual agreement	Time off must occur at start or end of shift; time off allowed only if insufficient time outside of working hours	<a href="#">§14000 (Elections Code)</a>
CO	Up to two hours	Yes, up to two hours	Yes	Yes, if at start or end of shift	No time off if polls are open at least three hours before or after shift	<a href="#">§1-7-102</a>
CT	No law					
DE	No law					
FL	No law					
GA	Up to two hours	Not addressed	Yes	Yes	No time off if polls are open at least two hours before or after shift	<a href="#">§21-2-404</a>
HI	Up to two hours, excluding lunch or rest periods	Yes	Not addressed	Not addressed	No time off if polls are open at least two hours before or after shift	<a href="#">§11-95</a>

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IA	Up to three hours when combined with non-work hours	Yes	Yes, written	Yes	No time off if polls are open at least three hours before or after shift	<a href="#">§49.109</a>
ID	No law					
IL	Up to two hours	Yes	Yes	Yes	No time off if polls are open at least two hours before or after shift	<a href="#">10 ILCS 5/17-15</a>
IN	No law					
KS	Up to two hours when combined with non-work hours	Yes	Not addressed	Yes	Time off does not include lunch period	<a href="#">§25-418</a>
KY	Up to four hours	Unclear, employee cannot be penalized	Yes	Yes		<a href="#">§118.035</a>
LA	No law					
MA	During the first two hours that polls are open	Not addressed	Yes	Not addressed	Limited to voters employed in manufacturing, mechanical or mercantile industries	<a href="#">Ch. 149, §178</a>
MD	Up to two hours	Yes	Not addressed	Not addressed	No time off if polls are open at least two hours before or after shift	<a href="#">§10-315</a>
ME	No law					
MI	No law					
MN	As much time as needed until noon	Yes	Not addressed	No		<a href="#">§204C.04</a>
MO	Up to three hours	Yes	Yes	Yes	No time off if polls are open at least three hours before or after shift	<a href="#">§115.639</a>
MS	No law					
MT	No law					
NC	No law					

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ND	Not addressed	Not addressed	Not addressed	Not addressed	Employers are “encouraged” to allow time off when regular work schedule conflicts with when polls are open	<a href="#">§16.1-01-02.1</a>
NE	Up to two hours	Yes	Yes	Yes	No time off if polls are open at least two hours before or after shift	<a href="#">§32-922</a>
NH	No law				Law suggests absentee voting	<a href="#">§657:1</a>
NJ	No law					
NM	Up to two hours	Unclear, employee cannot be penalized	Not addressed	Yes	No time off if shift either starts at least two hours after polls open or ends at least three hours before polls close	<a href="#">§1-12-42</a>
NV	Up to three hours, based on distance	Yes	Yes	Yes	Distance from workplace to poll: Up to 2 miles: one hour 2-10 miles: two hours Over 10 miles: three hours	<a href="#">§293.463</a>
NY	“sufficient time”	Yes, up to two hours	Yes, at least two working days	At start or end of shift, or mutual agreement	No time off if polls are open at least four hours before or after shift	<a href="#">§3-110</a>
OH	Reasonable amount of time	Not addressed	Not addressed	Not addressed		<a href="#">§3599.06</a>
OK	Up to two hours, or more if insufficient	Yes	Yes	Yes	No time off if polls are open at least three hours before or after shift	<a href="#">§26-7-101</a>
OR	No law					
PA	No law					
RI	No law					
SC	No law					

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SD	Up to two hours	Yes	Not addressed	Yes	No time off if polls are open at least two hours before or after shift	<a href="#">§12-3-5</a>
TN	Up to three hours	Yes	Yes, before noon the day before	Yes	No time off if polls are open at least three hours before or after shift	<a href="#">§2-1-106</a>
TX	Enough time to vote	Yes, if during mandatory OT, must pay OT pay; if during voluntary OT, can be unpaid	Not addressed	Yes	No time off if polls are open at least two hours before or after shift	<a href="#">§276.004 (Election Code)</a> ; <a href="#">Attorney General Opin. M-53 &amp; O-6242</a>
UT	Up to two hours	Yes	Yes	Yes, but employee may specify at start/end of shift	No time off if polls are open at least three hours before or after shift	<a href="#">§20A-3-103</a>
VA	No law					
VT	No law					
WA	Up to two hours	Yes	Not addressed	Yes	No time off if polls are open at least two hours before or after shift; no time off if notice of work schedule gave employee sufficient time to vote absentee	<a href="#">§49.28.120</a>
WI	Up to three hours	No	Yes	Yes		<a href="#">§6.76</a>

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WV	Up to three hours	Yes	Yes	Yes, but only in essential government, health, hospital, transportation and communication services and in production, manufacturing and processing works requiring continuity in operation	No time off if at least three hours to vote outside of work	<a href="#">§3-1-42</a>
WY	Up to one hour, excluding meal times	Yes	Not addressed	Yes	No time off if polls are open at least three hours before or after shift	<a href="#">§22-2-111</a>