

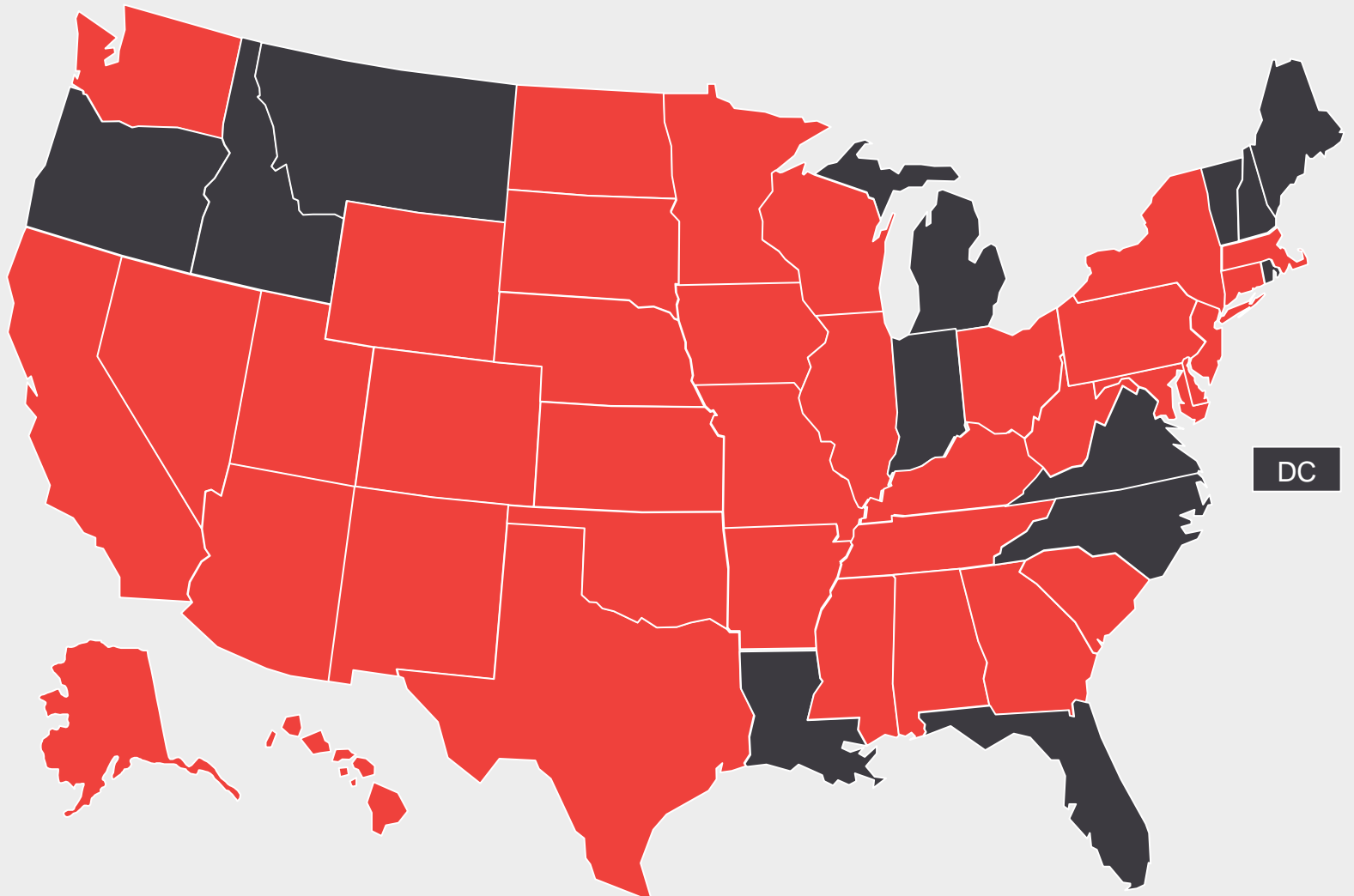
## States with Election Day work-leave policies



State has existing Election Day work-leave statutes



State does not have existing Election Day work-leave statutes



State	Leave policy	Wage reimbursement	Qualifying elections	Penalties
<b>Alabama</b>	An employee who is a registered voter and who provides reasonable notice to their employer may take up to one hour off work to vote in an election. The employer may specify the hour taken during the day. An employer is not required to provide leave if the employee’s shift begins two hours before polls open or close.	State statute does not specify if the employee must be paid during leave.	Presidential Election (primary): Yes	State statute does not specify any penalties for employees or employers who do not follow the statute.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Alaska</b>	State statute does not specify a minimum or maximum period of allotted absence time an employee is permitted by law to take to vote on Election Day. An employee who is entitled to vote, and who does not have enough time outside of work to vote, may take off as much time needed to vote. However, if the employee’s shift begins two hours after polls open or ends two hours after polls close, the employer is not required to provide voting leave.	Employers are prohibited from deducting an employee’s wage while taking leave to vote.	Presidential Election (primary): Yes	State statute does not specify any penalties for employees or employers who do not follow the statute.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Arizona</b>	An employee who is entitled to vote may absent themselves for such length of time at the beginning or end of their shift that, when added to the time difference between the shift hours and the opening or closing of the polls, will provide a total of three consecutive hours to vote in a primary or general election. The employer may specify the hours during which the employee may be absent. An employer is not required to provide voting leave if the employee’s shift begins at least three hours after the polls open or ends at least three hours before polls close.	Employers are prohibited from deducting an employee’s wage while taking leave to vote.	Presidential Election (primary): Yes	Violation of state statute is a Class 2 misdemeanor punishable by a fine of not more than \$750 or imprisonment of up to four months.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Arkansas</b>	The statute does not specify a period of absence. An employer must schedule an employee’s work hours on Election Day so that each employee has the opportunity to vote.	State statute does not specify if the employee must be paid during leave.	Presidential Election (primary): Yes	Violation of state statute will result in a fine in the amount between \$25 and \$250.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	

State	Leave policy	Wage reimbursement	Qualifying elections	Penalties
<b>California</b>	State statute does not specify a minimum or maximum period of time employers must allot employees to vote, only that they must provide an undefined “sufficient time.” The time should be either before or after the employee’s regular shift, whichever will allow for more time. An employer must, in full and proper view, post a notice of provisions pertaining to voting leave at least 10 days before every election.	An employer is required to pay an employee up to two hours of voting time.	Presidential Election (primary): Yes	State statute does not specify any penalties for employees or employers who do not follow the statute.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Colorado</b>	All employees who are “eligible electors” are entitled to be absent from work for up to two hours during polling hours to vote. The employer may choose the hours, however they may not be either before or after the employees shift, if the employee so requests. The employer is not required to provide leave if the employee’s shift starts at least three hours after polls open or ends at least three hours before polls close.	Employers are required to pay employees up to two hours of voting time and may not financially penalize or fire an employee for being absent from work for voting.	Presidential Election (primary): Yes	Violation of state statute will result in a Class 2 misdemeanor, punishable by fine of up to \$1,000 or imprisonment for up to one year. Also, violators must forfeit their charters and right to do business in Colorado.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Connecticut</b>	Any employee in the case of a state election or any employee who is an elector in the case of any special election for United States senator, representative in Congress, state senator or state representative should be granted two hours unpaid time off from an employee’s regularly scheduled work on the day of any covered election during voting hours.	NA	Presidential Election (primary): Yes	NA
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Delaware</b>	State statute does not specify a minimum or maximum period of time employers must allot employees to vote. It is stated that no person or corporation may in any way “hinder, control, coerce, or intimidate a qualified elector of Delaware from exercising their right to vote.”	NA	Presidential Election (primary): Yes	Aggrieved voters may sue and recover from corporations a sum of \$500 for violating state statute.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	

State	Leave policy	Wage reimbursement	Qualifying elections	Penalties
<b>District of Columbia</b>	No voting leave statute.	NA	Presidential Election (primary): NA	NA
			Presidential Election (general): NA	
			Midterm Election (primary): NA	
			Midterm Election (general): NA	
<b>Florida</b>	No voting leave statute.	NA	Presidential Election (primary): NA	NA
			Presidential Election (general): NA	
			Midterm Election (primary): NA	
			Midterm Election (general): NA	
<b>Georgia</b>	State statute requires employers to permit employees to take any amount of time necessary off from work to vote. Necessary time off can not exceed two hours. The employer may choose which hours the employee can be absent. The employer is not required to provide voting leave if the employee’s shift starts at least two hours after the polls open or finishes at least two hours before the polls close.	State statute does not specify whether the absence must be paid.	Presidential Election (primary): Yes	Violators of state statute will result in a misdemeanor, punishable by a fine between \$100 and \$1,000, imprisonment for up to six months, and/or confinement in a correctional institution for no more than one year.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Hawaii</b>	State statute allows any voter to be absent from work for no more than two hours (excluding lunch or rest periods) between the time of opening and closing of polls, for the sole purpose of voting. Employers are not required to provide voting leave if an employee has two consecutive hours (excluding lunch or rest periods) of non-working time while polls are open.	Conditional upon whether the employee actually uses the time to vote, employers are not permitted to reschedule employees out of normal business hours or reduce pay while the employee is voting.	Presidential Election (primary): Yes	Violators of state statute will result in a fine between \$50 to \$300.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	

State	Leave policy	Wage reimbursement	Qualifying elections	Penalties
<b>Idaho</b>	No voting leave statute.	NA	Presidential Election (primary): NA	NA
			Presidential Election (general): NA	
			Midterm Election (primary): NA	
			Midterm Election (general): NA	
<b>Illinois</b>	Employees entitled to vote may be absent from work for a period of time of two hours between the opening and closing of polls. The employer may choose the period of absence. If the employee’s working hours begin less than two hours after the opening of the polls and end less than two hours before the closing of the polls, the employer must permit a two-hour absence during working hours.	Employers are not allowed to financially penalize or fire employees for being absent for voting time.	Presidential Election (primary): Yes	State statute does not specify any penalties for employees or employers who do not follow the statute.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Indiana</b>	No voting leave statute.	NA	Presidential Election (primary): NA	NA
			Presidential Election (general): NA	
			Midterm Election (primary): NA	
			Midterm Election (general): NA	
<b>Iowa</b>	Employees entitled to vote are entitled to take a total of three consecutive hours off to vote, in addition to the person’s non-working time. Employers may specify the period of absence. Employers are not required to provide voting leave if an employee has three consecutive hours of non-voting time while the polls are open.	Employers are not allowed to penalize employees or reduce employee wages due to absence for voting.	Presidential Election (primary): Yes	Violators of state statute will result in a misdemeanor, punishable by a fine between \$65 to \$625, and/or imprisonment for no more than 30 days.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	

State	Leave policy	Wage reimbursement	Qualifying elections	Penalties
<b>Kansas</b>	Employees entitled to vote are entitled to be absent from work for no more than two consecutive hours between the opening and closing of polls. Employers may specify the time of day; however, it must exclude regular lunch periods.	Employers are not allowed to financially penalize or fire employees for being absent for voting time.	Presidential Election (primary): Yes	Obstructors of voting privileges will result in a Class A misdemeanor.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Kentucky</b>	Employees entitled to vote may take any reasonable amount of time not less than four hours away from work to vote during the time polls open and close. Employers may specify the time employees are permitted to take off work.	Employers may not penalize workers for being absent to vote, however the absence is unpaid.	Presidential Election (primary): Yes	State statute does not specify any penalties for employees or employers who do not follow the statute.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Louisiana</b>	No voting leave statute.	NA	Presidential Election (primary): NA	NA
			Presidential Election (general): NA	
			Midterm Election (primary): NA	
			Midterm Election (general): NA	
<b>Maine</b>	No voting leave statute.	NA	Presidential Election (primary): NA	NA
			Presidential Election (general): NA	
			Midterm Election (primary): NA	
			Midterm Election (general): NA	

State	Leave policy	Wage reimbursement	Qualifying elections	Penalties
<b>Maryland</b>	Employees claiming to be registered voters are permitted by their employers to take time away from work for no more than two hours on Election Day to vote. Employees are required to show proof of voting or attempted voting. Employers are not required to provide voting leave if employees have two consecutive hours of off-duty time while polls are open.	Employers must pay employee wages while employees are absent for voting.	Presidential Election (primary): Yes	State statute does not specify any penalties for employees or employers who do not follow the statute.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Massachusetts</b>	Employees entitled to vote are permitted to take two hours off work to vote during poll hours.	State statute does not specify whether the absence must be paid.	Presidential Election (primary): Yes	Violators of state statute will be fined no more than \$500.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Michigan</b>	No voting leave statute.	NA	Presidential Election (primary): NA	NA
			Presidential Election (general): NA	
			Midterm Election (primary): NA	
			Midterm Election (general): NA	
<b>Minnesota</b>	State statute does not specify a determined period of time employees are permitted to take to vote on Election Day. Employees are permitted to take time off work in the morning to vote on Election Day.	Employers may not penalize or deduct from employee salary due to absence for voting.	Presidential Election (primary): Yes	Violators of state statute will result in a misdemeanor.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	

State	Leave policy	Wage reimbursement	Qualifying elections	Penalties
<b>Mississippi</b>	State statute does not provide for any paid leave. Employees are not permitted to take part in any campaign at the expense, in whole or in part, of an employer, except the necessary time to cast their vote.	NA	Presidential Election (primary): Yes	A corporation doing business in Mississippi shall be liable for a penalty of \$250 for every unlawful interference with the social, civil or political rights of any of its agents or employees.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Missouri</b>	Employees entitled to vote may be absent from work for a period of three hours between the opening and closing of polls to vote. Employers may specify the time during which employees may be absent. Employers are not required to provide voting leave if employees already have three successive hours of non-working time while polls are open.	Employers may not penalize or deduct employee pay while employees take time off to vote, provided they actually vote.	Presidential Election (primary): Yes	Violation of state statute will result in a Class 4 election offense, punishable by imprisonment of up to one year and/or a fine of no more than \$2,500.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Montana</b>	No voting leave statute.	NA	Presidential Election (primary): NA	NA
			Presidential Election (general): NA	
			Midterm Election (primary): NA	
			Midterm Election (general): NA	
<b>Nebraska</b>	Employees registered to vote, who do not already have two consecutive hours during the period of time when polls are open when they are not required to be present at work on Election Day, are permitted to take two hours off work to vote. Employers may choose the hours employees can take to vote.	Employers may not penalize or deduct employee pay if the registered voter requested absence prior to Election Day.	Presidential Election (primary): Yes	State statute does not specify any penalties for employees or employers who do not follow the statute.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	



State	Leave policy	Wage reimbursement	Qualifying elections	Penalties
<b>Nevada</b>	Employees registered to vote may take time off work to vote if it is impractical for the employee to vote before or after their workday. Employees are permitted one hour off to vote if their polling place is less than two miles from their work, two hours if their polling place is between two and 10 miles away from work, or three hours if their polling place is more than 10 miles away from work.	Employers may not penalize, fire or discipline employees for taking time off to vote, nor deduct wages.	Presidential Election (primary): Yes	Any employer authorized to grant voter leave and denies such leave will be guilty of a misdemeanor.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>New Hampshire</b>	No voting leave statute.	NA	Presidential Election (primary): NA	NA
			Presidential Election (general): NA	
			Midterm Election (primary): NA	
			Midterm Election (general): NA	
<b>New Jersey</b>	State statute does not provide for a specific amount of time employees can take to vote. Employees may not take any action that would interfere or discourage employees from voting.	NA	Presidential Election (primary): Yes	Violators will be charged with misdemeanors, and corporations will lose their charter to do business in the state.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>New Mexico</b>	Employees may be absent from work for two hours to vote while polls are open. Employers may specify the time. Employers are not required to provide voting leave if the employee's shift starts more than two hours after polls open or finishes more than three hours before polls close.	Employers may not subject employees to any penalty for their absence, including wages.	Presidential Election (primary): Yes	Violators of state statute will be punished with a misdemeanor and fined between \$50 and \$100.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	

State	Leave policy	Wage reimbursement	Qualifying elections	Penalties
<b>New York</b>	Employees registered to vote, who do not have sufficient amount of time to vote outside of their normal working hours, may take as much time as needed away from work to vote. Employees with four consecutive hours outside of their normal working day, during which polls are open, will be deemed to have enough time to vote and employers are not required to grant them extra time. Employers are required to post noticeable provisions related to voting at least 10 days before every election until polls close on Election Day.	Employers are required to pay employees up to two hours of voting time.	Presidential Election (primary): Yes	Violators of state statute will result in a misdemeanor.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>North Carolina</b>	No voting leave statute.	NA	Presidential Election (primary): NA	NA
			Presidential Election (general): NA	
			Midterm Election (primary): NA	
			Midterm Election (general): NA	
<b>North Dakota</b>	State statute does not specify a minimum or maximum period of time employers must allot employees to vote. Employers are encouraged to establish programs to grant employees the ability to vote if their work schedule conflicts with the times polls are open.	State statute does not specify if the absence should be paid.	Presidential Election (primary): Yes	State statute does not specify any penalties for employees or employers who do not follow the statute.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Ohio</b>	Employees are permitted to take a reasonable amount of time away from work to vote on Election Day. Employers are not allowed to threaten to fire or fire employees for taking voting leave.	State statute does not specify if the absence should be paid.	Presidential Election (primary): Yes	Violators of state statute will be punished by a fine between \$50 and \$500.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	

State	Leave policy	Wage reimbursement	Qualifying elections	Penalties
<b>Oklahoma</b>	Employers shall grant employees two hours of time away from work to vote during the times polls are open. If it is determined that it will take the employee more than two hours to vote, the employee shall be allowed sufficient time to cast a ballot. Employers are allowed to specify the time employees can be absent. Employers are not required to provide voting leave if the employee’s shift starts at least three hours after the polls open or finishes at least three hours before polls close.	Following proof of voting, employees shall not be subject to any loss of compensation or any other penalty due to taking voting leave.	Presidential Election (primary): Yes	Violation of state statute will be punishable by a misdemeanor and fine between \$5 and \$100.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Oregon</b>	No voting leave statute.	NA	Presidential Election (primary): NA	NA
			Presidential Election (general): NA	
			Midterm Election (primary): NA	
			Midterm Election (general): NA	
<b>Pennsylvania</b>	State statute does not provide for any period of leave. It is unlawful for anyone to willfully interfere with a person’s ability to vote.	NA	Presidential Election (primary): Yes	Violators of state statute will be punished with a second-degree misdemeanor, subject to a fine of no more than \$5,000 and/or imprisonment of no more than two years.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Rhode Island</b>	No voting leave statute.	NA	Presidential Election (primary): NA	NA
			Presidential Election (general): NA	
			Midterm Election (primary): NA	
			Midterm Election (general): NA	

State	Leave policy	Wage reimbursement	Qualifying elections	Penalties
<b>South Carolina</b>	State statute does not provide for any period of voter leave. It is unlawful to fire a citizen from employment due to taking time to vote.	NA	Presidential Election (primary): Yes	Violators of state statute will be punished with a misdemeanor, fined up to \$1,000 and/or face imprisonment up to two years.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>South Dakota</b>	Employees entitled to vote are permitted to take up to two hours of voting leave between the opening and closing of polls on Election Day. Employers may specify the time. Employers do not have to provide leave if employees already have two consecutive hours of non-working time during the period of time polls are open.	Employers may not penalize or deduct employee’s usual wages due to voting leave.	Presidential Election (primary): Yes	Violators of state statute will be punished with a Class 2 misdemeanor.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Tennessee</b>	Employees entitled to vote may take a reasonable amount of time of up to three hours off work to vote during the time polls are open. Employer may specify the time. Employers are not required to provide voting leave if the employee’s shift starts at least three hours after the polls open or finishes at least three hours before polls close.	NA	Presidential Election (primary): Yes	State statute does not specify any penalties for employees or employers who do not follow the statute.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Texas</b>	State statute does not specify a time period of absence. Employers may not refuse employees to be absent from work on Election Day for the purpose of voting or threaten employees from doing so. Employers are not required to provide voting leave if polls are open on Election Day for two consecutive hours outside of an employee’s working hours.	Employers may not penalize employees through loss of wages or other benefits of employment for taking voting leave.	Presidential Election (primary): Yes	Violators of state statute will be punished with a Class C misdemeanor.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	

State	Leave policy	Wage reimbursement	Qualifying elections	Penalties
<b>Utah</b>	Employers must allow employees to take up to two hours of voting leave on Election Day during the period of time in which polls are open. The employer may specify the time period, however if the employee wishes the period of time to be at the beginning or end of the day, the employer shall grant the request. Employers are not required to grant voting leave if the employee has a period of at least three hours of non-working time while polls are open.	Employers may not deduct employee pay due to voting leave absence.	Presidential Election (primary): Yes	Violators of state statute will be punished with a Class B misdemeanor.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Vermont</b>	No voting leave statute.	NA	Presidential Election (primary): NA	NA
			Presidential Election (general): NA	
			Midterm Election (primary): NA	
			Midterm Election (general): NA	
<b>Virginia</b>	No voting leave statute.	NA	Presidential Election (primary): NA	NA
			Presidential Election (general): NA	
			Midterm Election (primary): NA	
			Midterm Election (general): NA	
<b>Washington</b>	Employers shall arrange for employees to have a reasonable amount of time of up to two hours for voting during the hours polls are open. Employers are required to grant leave only if, during the period between the time an employee is informed of their work schedule for a primary or an election and the date of the primary or election, there is insufficient time for an absentee ballot to be secured for that primary or election.	Employers are required to pay employees for up to two hours of voting leave where the employee’s work schedule does not provide for a reasonable time for voting.	Presidential Election (primary): Yes	State statute does not specify any penalties for employees or employers who do not follow the statute.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	

State	Leave policy	Wage reimbursement	Qualifying elections	Penalties
<b>West Virginia</b>	Employees entitled to vote are entitled to a period of no more than three hours, if necessary, between the hours polls are open for voting leave.	Employers may not penalize or deduct from an employee’s usual pay because of voting leave, unless the employee was determined to have three or more hours of non-work time while polls were open and still took leave during their workday.	Presidential Election (primary): Yes	Violators of state statute will be punished with a misdemeanor and fine of up to \$1,000 for corporations and up to \$500 or six-months’ imprisonment for employers other than corporations.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Wisconsin</b>	Any employee entitled to vote is entitled to take up to three successive hours for voter leave. Employers may specify the hours of leave.	Deductions in pay may be made for time lost, but no further deductions may occur because of the absence.	Presidential Election (primary): Yes	Violators of state statute can be punished with a fine of up to \$1,000 and/or six months in prison.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	
<b>Wyoming</b>	Any employee entitled to vote may be absent from work for a total of one hour, excluding lunch hours. The chosen hour is at the convenience of the employer between polling hours. Employers are not required to provide voting leave if the employee has three or more consecutive non-working hours during the time polls are open.	Contingent on the employee having actually cast a legal vote, employers may not deduct pay for absences due to voting leave.	Presidential Election (primary): Yes	State statute does not specify any penalties for employees or employers who do not follow the statute.
			Presidential Election (general): Yes	
			Midterm Election (primary): Yes	
			Midterm Election (general): Yes	