



# State Voting Leave

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Use this chart as a quick reference guide to see which states provide protected voting leave and whether it needs to be paid.

This chart serves as a quick reference guide so employers can see which states provide protected voting leave and whether it needs to be paid. It doesn't address required notices to employees or how employees request leave. It also doesn't address when an employer can offer less than the maximum leave entitlement or pay, or designate when leave is taken. For those details, and additional information, see the laws pages.

The pay information is only applicable to nonexempt employees, as employers **may not take a deduction from an exempt employee's pay** for their absence to vote.

State	Maximum Potential Leave Entitlement	Nonexempt Employee Pay Required
Alabama	Up to 1 hour	No
Alaska	As much time off as needed for voting	Yes
Arizona	Up to 3 consecutive hours	Yes
Arkansas	As much time off as needed for voting	No
California	As much time off as needed for voting	Yes, up to 2 hours
Colorado	Up to 2 hours	Yes
Connecticut	No law	
Delaware	No law	
District of Columbia	Up to 2 hours	Yes
Florida	No law	
Georgia	Up to 2 hours	No
Hawaii	No law	
Idaho	No law	
Illinois	Up to 2 hours	Yes
Indiana	No law	
Iowa	Up to 2 consecutive hours	Yes
Kansas	Up to 2 consecutive hours	Yes
Kentucky	At least 4 hours	No
Louisiana	No law	
Maine	No law	
Maryland	Up to 2 hours	Yes
Massachusetts	Up to 2 hours (only certain industries)	No
Michigan	No law	
Minnesota	As much time off as needed for voting	Yes
Mississippi	No law	

State	Maximum Potential Leave Entitlement	Nonexempt Employee Pay Required
Missouri	Up to 3 hours	Yes
Montana	No law	
Nebraska	Up to 2 consecutive hours	Yes
Nevada	Up to 3 hours, depending on the distance to the voting location	Yes
New Hampshire	No law	
New Jersey	No law	
New Mexico	Up to 2 hours	Yes
New York	As much time off as needed for voting	Yes, up to 2 hours
North Carolina	No law	
North Dakota	No law	
Ohio	A reasonable amount of time	No
Oklahoma	Up to 2 hours, or more time if the distance to the voting location requires it	Yes
Oregon	No law	
Pennsylvania	No law	
Rhode Island	No law	
South Carolina	No law	
South Dakota	Up to 2 consecutive hours	Yes
Tennessee	Up to 3 hours	Yes
Texas	As much time off as needed for voting	Yes
Utah	Up to 2 hours	Yes
Vermont	No law	
Virginia	No law	
Washington	No law	
West Virginia	Up to 3 hours	Yes
Wisconsin	Up to 3 hours	No
Wyoming	Up to 1 hour	Yes