

State	Covered Employees	Advance Notice Requirement	Compensation Required?	Amount of Leave Time
<a href="#">Alabama</a>	All employees eligible to vote, unless an employee's work shift starts two hours after polls open or ends at least one hour before polls close.	Must submit time off to vote request prior to election day.	No	Up to 1 hour (employer may specify the hour)
<a href="#">Alaska</a>	All employees eligible to vote, unless polls are open for two consecutive hours before or after an employee's work shift.	N/A	Yes	As much time as will enable voting.
<a href="#">Arizona</a>	All employees eligible to vote, unless an employee has three or more consecutive hours between the opening of the polls and the beginning of the employee's work shift or between the end of the work shift and closing of the polls.	Must submit time off to vote request prior to election day.	Yes	Up to 3 consecutive hours. Leave can be taken at the beginning or or end of a shift (employer may specify the hours). To qualify as "3 consecutive hours," employers can add time available before or after a shift totime off provided during a shift.. For example, if the polls open or close 2 hours before an employee's shift begins or ends, an employer need only provide the employee 1 hour off work to satisfy the "3 consecutive hours" requirement.
<a href="#">Arkansas</a>	All employees eligible to vote.	N/A	No	Must schedule an employee's work hours so that the employee has the time to vote.
<a href="#">California</a>	All employees eligible to vote, unless an employee has sufficient nonworking time to vote.	Must submit time off to vote request at least 2 days prior to election day.	Yes	Up to 2 hours, at the beginning or end of work shift (whichever allows the most free time for voting and the least amount of time away from work), unless otherwise mutually agreed.

<a href="#">Colorado</a>	All employees eligible to vote, unless an employee has three or more nonworking hours to vote while the polls are open.	Must submit time off to vote request prior to election day.	Yes	2 hours. Employer may specify the hours, unless an employee requests the hours be at the start or end of the work shift.
Connecticut	N/A	N/A	No	N/A
<a href="#">Delaware</a>	N/A	N/A	No	N/A
<a href="#">District of Columbia</a>	N/A	N/A	N/A	N/A
<a href="#">Florida</a>	N/A	N/A	No	N/A
<a href="#">Georgia</a>	All employees eligible to vote, unless an employee begins work more than two hours after the polls open or finishes work more than two hours before the polls close.	Must submit time off to vote request prior to election day.	No	2 hours (employer may specify the hours).
<a href="#">Hawaii</a>	N/A	N/A	No	N/A
<a href="#">Idaho</a>	N/A	N/A	No	N/A
<a href="#">Illinois</a>	All employees eligible to vote, unless an employee's shift begins two hours after the polls open or ends two hours before the polls close.	Must submit time off to vote request prior to election day.	Yes	2 hours (employer may specify the hours).
Indiana	N/A	N/A	No	N/A

<a href="#">Iowa</a>	All employees eligible to vote, unless an employee has three consecutive nonworking hours to vote while the polls are open.	Must submit time off to vote request in writing prior to election day.	Yes	Up to 3 consecutive hours, when combined with the employee's regular nonworking time (employer may specify the hours). For example, if the polls open 2 hours before an employee's shift begins, and close 2 hours after the shift ends, an employer can satisfy its requirement by providing 1 hour of leave during working hours at, for example, the shift's beginning or end. An employer must designate when leave may be taken.
<a href="#">Kansas</a>	All employees who are eligible to vote, unless the polls are open for two or more consecutive hours before or after an employee's work shift.	N/A	Yes	Up to 2 consecutive hours (employer may specify the hours, but may not include the employee's regular lunch period). For example, if the polls will open or close 1 hour before the employee's shift begins or ends, an employer satisfies its obligation by providing the employee 1 hour of leave when the shift begins or before it ends.
<a href="#">Kentucky</a>	All employees.	Must submit time off to vote request prior to election day.	No	At least 4 hours (employer may specify the hours).
<a href="#">Louisiana</a>	N/A	N/A	No	N/A
Maine	N/A	N/A	No	N/A

<a href="#">Maryland</a>	All employees who are eligible to vote, unless an employee has two consecutive nonworking hours when the polls are open to vote.	N/A	Yes	Up to 2 hours.
<a href="#">Massachusetts</a>	All employees who are eligible to vote.	Must submit time off to vote request prior to election day.	No	First 2 hours after the polls open.
<a href="#">Michigan</a>	N/A	N/A	No	N/A
<a href="#">Minnesota</a>	All employees who are eligible to vote.	N/A	Yes	The minimum time necessary to appear at the employee's polling place, cast a ballot and return to work.
<a href="#">Mississippi</a>	N/A	N/A	No	N/A
<a href="#">Missouri</a>	All employees eligible to vote, unless an employee has three consecutive nonworking hours once the polls open.	Must submit time off to vote request prior to election day.	Yes	3 hours (employer may specify the hours).
Montana	N/A	N/A	No	N/A
<a href="#">Nebraska</a>	All employees who are eligible to vote, unless an employee has two consecutive nonworking hours to vote while the polls are open.	Must submit time off to vote request prior to election day.	Yes	An amount of time that, when added to the employee's nonworking time while the polls are open, equals two consecutive hours. An employer may specify the hours. For example, if the polls open 1 hour before an employee's shift begins, and close 1 hour after the shift ends, an employer can satisfy its requirement by providing 1 hour of leave during working hours at, for example, the shift's beginning or end.

<a href="#">Nevada</a>	All employees who are eligible to vote, if it is impractical for an employee to vote before or after his or her working hours.	Must submit time off to vote request prior to election day.	Yes	<p>A sufficient time to vote, based on the distance between the employee's workplace and polling place:</p> <ul style="list-style-type: none"> <li>• 1 hour, if two miles or fewer;</li> <li>• 2 hours, if more than two and up to 10 miles; or</li> <li>• 3 hours, if more than 10 miles.</li> </ul> <p>Employer may specify the hours.</p>
New Hampshire	N/A	N/A	No	N/A
<a href="#">New Jersey</a>	N/A	N/A	No	N/A
<a href="#">New Mexico</a>	All employees who are eligible to vote, unless an employee's workday begins more than two hours after the polls open or ends more than three hours before the polls close.	N/A	Yes	Up to 2 hours (employer may specify the hours).
<a href="#">New York</a>	All employees who are eligible to vote, unless the employee has four consecutive hours before or after their shift to vote.	Must submit time off to vote request at least 2 days before election day.	Yes	Up to 2 hours, at the beginning or end of the employee's shift (employer may specify the hours), unless otherwise mutually agreed.
<a href="#">North Carolina</a>	N/A	N/A	No	N/A
<a href="#">North Dakota</a>	N/A	N/A	No	N/A
<a href="#">Ohio</a>	All employees who are eligible to vote.	N/A	No	A reasonable amount of time.

<a href="#">Oklahoma</a>	All employees who are eligible to vote, unless the polls are open for three or more consecutive hours before or after the employee's work shift begins or ends.	An employee must provide oral or written notice of his or her intent to take leave at least three days before election day.	Yes	2 hours or "sufficient time to cast a ballot (if employee needs more than two hours because of the distance from the polls, then the employer must allow sufficient time). An employer may specify the days and hours in which to vote, and may change an employee's work hours to allow three hours to vote before or after the employee's shift.
Oregon	N/A	N/A	N/A	N/A
<a href="#">Pennsylvania</a>	N/A	N/A	No	N/A
Rhode Island	N/A	N/A	No	N/A
<a href="#">South Carolina</a>	N/A	N/A	No	N/A
<a href="#">South Dakota</a>	All employees eligible to vote, unless an employee has two consecutive nonworking hours when the polls are open.	N/A	Yes	2 hours (employer may specify the hours).
<a href="#">Tennessee</a>	All employees eligible to vote, unless the polls are open for three or more consecutive hours either before or after an employee is scheduled to work.	Must submit time off to vote request by noon the day before election day at the latest.	Yes	Up to 3 hours (employer may specify the hours).
<a href="#">Texas</a>	All employees eligible to vote, unless the polls are open for two or more consecutive hours before or after an employee is scheduled to work.	N/A	Yes	A reasonable amount of time.

<a href="#">Utah</a>	All employees eligible to vote, unless an employee has at least three nonworking hours during the time polls are open.	Must submit time off to vote request prior to election day.	Yes	2 hours (employer may specify the hours, unless an employee requests leave at the beginning or end of the workday).
<a href="#">Vermont</a>	N/A	N/A	N/A	N/A
<a href="#">Virginia</a>	N/A	N/A	No	N/A
Washington	N/A	N/A	No	N/A
<a href="#">West Virginia</a>	All employees eligible to vote, unless an employee has three or more hours of nonworking time during polling hours.	Must submit time off to vote request in writing at least 3 days before election day.	Yes	3 hours.
<a href="#">Wisconsin</a>	All employees eligible to vote.	Must submit time off to vote request prior to election day.	No	Up to 3 hours (employer may specify the hours).
<a href="#">Wyoming</a>	All employees eligible to vote, unless an employee has three or more consecutive nonworking hours during the time the polls are open.	N/A	Yes	1 hour (other than meal periods) during the time the polls are open (employer may specify the hour).