



**Time Off to Vote in Elections Under State Laws**

	<i>Employees Affected</i>	<i>Time Allowed</i>	<i>Must Employee Be Paid?</i>	<i>Must Employee Make Application?</i>	<i>May Employer Specify Hours?</i>	<i>Penalty for Violation</i>
<b>Alabama</b>	Any voter	1 hour, unless 2 hours available before or 1 hour after work.	No provision.	Employee must provide reasonable notice.	Yes	No provision.
<b>Alaska</b>	Any voter	Enough time to vote, unless 2 hours available before or after work.	Yes	*	*	*
<b>Arizona</b>	Any voter	Up to 3 hrs., unless polls open 3 hrs. before or after work.	Yes	Yes	Yes	Fine up to \$750, jail up to 4 mos; For enterprises, fine up to \$10,000.
<b>Arkansas</b>	Any voter	Work hours must be scheduled to allow employees opportunity to vote.	*	*	*	Fine of \$25 to \$250.

<b>California</b>	Any voter	Enough time at start or end of work to vote in statewide election, when added to free time during voting hours.	Limited to 2 hrs.	Yes, 2 work days before election.	At beginning or end of shift as mutually agreed to.	For unlawful coercion, fine of up to \$1,000 and/or jail up to 1 year. Corporations, fine of up to \$5,000.
<b>Colorado</b>	Any voter	2 hrs., unless polls open 3 nonworking hrs. State personnel system employees: 2 hrs. administrative leave.	Yes, but limited to 2 hrs. for hourly workers.	Yes, prior to voting day.	Yes, at beginning or end of shift on employee request.	Fine of up to \$1,000 and/or jail up to 1 year; corporations also face forfeit of charter and right to do business in state.
<b>Georgia</b>	Any voter.	Up to 2 hrs. where necessary, unless 2 hrs. available before or after work.	*	Yes	Yes	Fine of \$100 to \$1,000, and/or jail up to 6 months and/or confinement in a county correctional facility for up to 12 months.
<b>Hawaii</b>	Any voter	2 hrs., excluding lunch or rest periods, unless polls open 2 nonworking hrs.	Yes, if vote is cast. Voter's receipt constitutes proof.	*	*	Fine of \$50 to \$300.
<b>Iowa</b>	Any voter	Enough time to give 3 voting hrs. when polls are open, unless employee has 3 consecutive hours nonwork time when polls open.	Yes	Yes, in writing before voting day.	Yes	Fine of \$65 to \$625 and/or jail up to 30 days.

<b>Kansas</b>	Any voter	Up to 2 hrs., between open and close of polls. <sup>1</sup>	Yes	*	Yes <sup>2</sup>	Fine up to \$2,500 and/or jail up to 1 year.
<b>Kentucky</b>	Any voter	Reasonable time, but not less than 4 hrs. between opening and closing of polls. <sup>3</sup>	No	Yes, prior to election day.	Yes	*
<b>Maryland</b>	Any voter.	Up to 2 hrs., to cast a ballot, unless employee has 2 continuous hrs. off-duty between open and close of polls.	Yes, employees are to provide proof (State Board prescribed form) that employee voted or attempted to vote.	*	*	Fine of up to \$1,000 and/or jail up to 1 year for unlawful coercion.
<b>Massachusetts</b>	Any voter employed in manufacturing, mechanical, or mercantile businesses.	Time off during first 2 hrs. polls are open.	*	Yes	*	Fine of up to \$500

<b>Minnesota</b>	Any voter	Time necessary on election day to appear at polling place, cast ballot, and return to work.	Yes	*	*	Fine up to \$1,000 and/or jail up to 90 days.
<b>Missouri</b>	Any voter	3 hrs., unless polls open 3 successive nonworking hrs.	Yes, if vote is cast.	Yes, prior to election day.	Yes	Fine of up to \$2,500 and/or 1 year in jail.
<b>Nebraska</b>	Any voter	Up to 2 hrs., unless polls open 2 hrs. before or after work.	Yes, if application made prior to election day.	Yes, prior to voting day.	Yes	Fine of up to \$10,000 and/or jail up to 5 years for unlawful coercion.
<b>Nevada</b>	Any voter	“Sufficient time” unless “sufficient time” exists during nonworking hrs. 1 to 3 hrs. depending on polls' distances.	Yes	Yes, prior to election day.	Yes	Fine up to \$1,000 and/or jail up to 6 months.
<b>New Mexico</b>	Any voter	2 hrs., unless work begins 2 hrs. after polls open or ends 3 hrs. before polls close.	4	*	Yes	Fine of \$50 to \$100.
<b>New York</b>	Any voter	“Sufficient time” unless “sufficient time” exists during nonworking hrs.; 4 consecutive nonworking hrs. while polls open is “sufficient.”	Yes, limited to 2 hrs.	Yes, 2-10 work days prior to election day.	Yes, at beginning or end of shift, unless mutually agreed on otherwise	Fine of \$100 to \$500 and/or jail up to 1 year (first offense). Corporations also face forfeiture of charter.

<b>North Dakota</b>	Any voter	Employers are encouraged to provide time off to vote when employee's regular work schedule conflicts with times polls are open.	*	*	*	For unlawful coercion, fine up to \$2,000 and/or jail up to 1 year. Corporations can be fined up to \$15,000.
<b>Ohio</b>	Any voter	Reasonable time (amount not specified)	4	*	*	Discharge or threat of discharge prohibited; fine of \$50 to \$500.
<b>Oklahoma</b>	Any voter	2 hrs., more if necessary, except where employee has 3 hrs. before or after work.	Yes, if vote is cast.	Yes, prior to election day.	Yes	Fine of \$50 to \$100.
<b>Puerto Rico</b>	Any voter	Election day is a legal holiday. If necessary, employees must be allowed sufficient time off to cast a vote, considering factors such as the distance from work to the polling center.	*	*	Shifts must be scheduled to allow voting during polling hours.	A fine of up to \$500 and/or jail up to 6 months, at the discretion of the court.
<b>South Dakota</b>	Any voter	2 hrs., unless polls open 2 nonworking hrs.	Yes	*	Yes	Fine of \$500 and/or jail up to 30 days.

<b>Tennessee</b>	Any voter	Up to 3 hrs., unless polls open 3 hrs. before or after work.	Yes	Yes, prior to noon day before election.	Yes	Fine up to \$50 and/or jail up to 30 days.
<b>Texas</b>	Any voter	Amount not specified; none if polls open for 2 non-working hrs.	Yes	*	No provision. 5	Fine up to \$500.
<b>Utah</b>	Any voter	2 hrs. between opening and closing of polls, unless polls open 3 or more nonworking hours.	Yes	Yes, prior to voting day.	Yes, although employee may request beginning or end of shift.	Fine up to \$1,000 and/or jail up to 6 months; for corporations, fine up to \$5,000.
<b>Washington</b>	Any voter	Up to 2 hours <sup>6</sup>	Yes	*	Yes <sup>7</sup>	*
<b>West Virginia</b>	Any voter	Up to 3 hours, if necessary, between opening and closing of polls.	Yes, unless has 3 hrs. nonworking time available to vote or employee fails to vote.	In writing 3 days before election.	Yes <sup>8</sup>	For corporations, fine up to \$1,000; other employers/individuals, fine up to \$500 and/or jail up to 6 months.
<b>Wisconsin</b>	Any voter	Up to 3 hrs. while polls open.	No	Yes, prior to election day.	Yes	Fine of \$1,000 and/or jail up to 6 months.

<b>Wyoming</b>	Any voter	1 hr., unless polls open 3 or more consecutive non-working hours.	Yes, if vote is cast.	*	Yes, exclusive of meal times.	Election offenses, fine up to \$1,000 and/or county jail up to 6 months.
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- 1 If polls open before or after work, then enough time, when added to free time, to vote, up to 2 hrs.
  - 2 May not include regular lunch period.
  - 3 Also up to 4 hrs. to request application or execute absentee ballot, on day appearing before clerk, during business hrs.
  - 4 No provision but Attorneys General have construed law to require pay; in New Mexico, limited to 2 hours for hourly paid workers, except where workday ends more than 3 hours before polls close and no loss of pay; in Ohio, limited to salaried employees.
  - 5 No provision but Attorney General has construed law as giving employer right to designate hours, provided sufficient time is allowed.
  - 6 Does not apply if, after knowledge of work schedule on such election date, employee has sufficient time available for an absentee ballot to be secured.
  - 7 Employer is to arrange working hours on election day to give a reasonable time to vote, up to 2 hours (not including meal or rest periods), when polls are open.
  - 8 Employer may schedule time off to vote in essential government, health, hospital, transportation, & communication services & in production, manufacturing, & processing works requiring continuity of operations, but ample and convenient time & opportunity to vote.
- \* No express provision.

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