

State	Amount of Time Off	Paid Leave	Can the Employer Designate Hours?	Is the Employee Required to Give Notice of Need for Leave?
Alabama*	Up to 1 hour	Not specified	Yes	Reasonable notice
Alaska*	Not specified	Yes	Not specified	Not specified
Arizona*	Up to 3 hours	Yes	Yes; must be at start/end of shift	1 day
Arkansas	Not specified	Not specified	Must schedule employees so they have time to vote	No
California*	Up to 2 hours without loss of pay	Yes	Time off at start/end of shift, unless otherwise agreed	2 days (if employee knows in advance of his/her need for leave). Employers required to post notice of voting leave rights 10 days prior to election.
Colorado*	Up to 2 hours	Yes	Yes, but must be at start/end of shift if requested	1 day
Georgia*	Up to 2 hours	Not specified	Yes	Reasonable notice
Hawaii*	Up to 2 hours	Yes	Not specified	Not specified
Illinois*	2 hours	Yes	Yes	1 day
Iowa*	Up to 3 hours	Yes	Yes	1 day, in writing
Kansas*	Up to 2 hours	Yes	Yes (except during meal periods)	Not specified
Kentucky	At least 4 hours	Not specified	Yes	1 day
Maryland*	Up to 2 hours	Yes	Not specified	Not specified
Massachusetts <i>(only certain employers)</i>	The 2 hours after polls open	Not specified	Not specified	Upon request
Minnesota	Not specified	Yes	Not specified	Not specified
Missouri*	Up to 3 hours	Yes	Yes	1 day
Nebraska*	Up to 2 hours	Yes	Yes	1 day
Nevada*	Up to 3 hours	Yes	Yes	1 day
New Mexico*	2 hours	Not specified	Yes	Not specified
New York*	Up to 2 hours without loss of pay	Yes	Time off at start/end of shift, unless otherwise agreed	2 to 10 days. Employers required to post notice of voting leave rights 10 days prior to election.
Ohio	Not specified	Not specified	Not specified	Not specified
Oklahoma*	2 hours, unless more time is needed	Yes	Yes	1 day
South Dakota*	Up to 2 hours	Yes	Yes	Not specified
Tennessee*	Up to 3 hours	Yes	Yes	By noon on the day before Election Day
Texas*	Not specified	Yes	Not specified	Not specified
Utah*	Up to 2 hours	Yes	Yes (unless request is for start/end of shift)	1 day
West Virginia	Up to 3 hours	Yes **	Yes, for certain types of employees	3 days, in writing
Wisconsin	Up to 3 hours	No	Yes	1 day
Wyoming*	1 hour	Yes	Yes	Not specified

*These states do not require employers to provide employees with leave if the employee has adequate time outside of work hours to make it to the polls and vote.

**Time off in West Virginia may be unpaid if the employee has 3 or more hours of time away from work during poll hours, or if the employee fails to actually vote.

Note: North Dakota has a law encouraging, but not requiring, employers to provide employees with time to vote when the employee's schedule conflicts with poll hours.