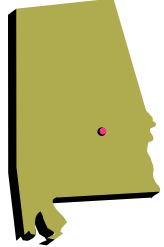

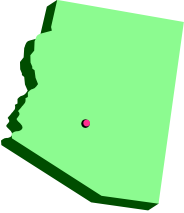


VOTING LEAVE: STATE-BY-STATE SUMMARY¹

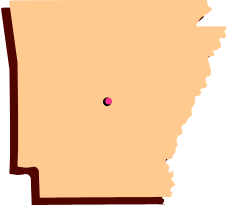

State	Statute	Description	Penalty
Alabama 	Ala. Code § 17-1-5	<p><u>Time Off Allotted</u>: An employee who is a registered voter and who provides reasonable notice to his/her employer, can take up to one hour off of work to vote in a primary or general election. The employer may specify the hour during which the employee may be absent for voting.</p> <p><u>Wages</u>: The statute does not specify whether the absence must be paid.</p> <p><u>Exception</u>: An employer is not required to provide voting leave if the employee's shift begins at least two hours after the polls open or ends at least two hours before the polls close.</p> <p><u>Notice Requirement</u>: An employee must give reasonable notice to his/her employer.</p>	The statute does not specify a penalty.

¹ This chart summarizes state laws addressing employee rights and/or employer obligations with respect to voting, particularly leave from work in order to vote. Employers should be aware, however, that in addition to specific statutes addressing leave for voting, many states have statutory provisions pertaining to employee rights and/or employer obligations with respect to serving as an election official and/or participating in political activity.

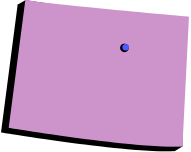
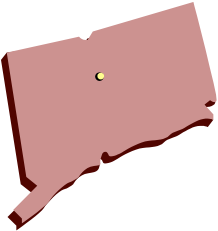
For example, Minnesota requires an employer to provide an employee with time off to serve as an election judge. The time an employee takes to serve as an election judge must be paid; however an employer may reduce the employee's wages by the amount paid to the election judge by the election authority. *See* Minn. Stat. § 204B.195. In Louisiana, an employer of a certain size cannot make, adopt, or enforce any rule, regulation, or policy that forbids or prohibits employees from participating or engaging in politics or becoming a candidate for public office, which includes coercive activity such as threats of discharge. *See* La. Rev. Stat. Ann. § 23:961. Those types of statutes are not included in this summary chart.

State	Statute	Description	Penalty
<p>Alaska</p> 	<p>Alaska Stat. §§ 15.15.100, 15.56.100</p>	<p><u>Time Off Allotted</u>: The statute does not specify a period of absence. An employee who is entitled to vote, and who does not have sufficient time outside of working hours, may take off as much time as will enable him/her to vote in a state election.</p> <p><u>Wages</u>: An employer is prohibited from deducting an employee’s wages for voting time.</p> <p><u>Exception</u>: An employer is not required to provide voting leave if the employee’s shift begins at least two hours after the polls open or ends at least two hours before the polls close.</p>	<p>The statute does not specify a penalty.</p>
<p>Arizona</p> 	<p>Ariz. Rev. Stat. Ann. §§ 16-402, 13-707, 13-802</p>	<p><u>Time Off Allotted</u>: An employee who is entitled to vote may absent himself/herself for such length of time at the beginning or end of his/her 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.</p> <p><u>Wages</u>: An employer is prohibited from deducting an employee’s wages for voting time or inflicting any other financial penalty on the employee due to his/her absence.</p> <p><u>Exceptions</u>: 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 the polls close.</p> <p><u>Notice Requirement</u>: An employee must give his/her employer notice of the need to be absent prior to the day of the election.</p>	<p>A violation of the statute is a Class 2 Misdemeanor punishable by a fine of not more than \$750 or imprisonment of up to four months.</p>



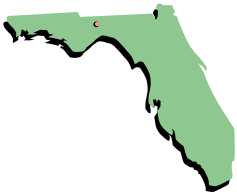
Voting Leave

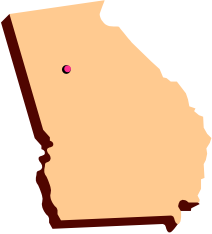

State	Statute	Description	Penalty
<p>Arkansas</p> 	<p>Ark. Code Ann. § 7-1-102</p>	<p><u>Time Off Allotted:</u> The statute does not specify a period of absence. An employer must schedule an employee’s work hours on Election Day so that each employee has the opportunity to vote.</p> <p><u>Wages:</u> The statute does not specify whether the absence must be paid.</p>	<p>A violation of the statute is punishable by a fine of not less than \$25 or more than \$250.</p>
<p>California</p> 	<p>Cal. Elec. Code §§ 14000-002</p>	<p><u>Time Off Allotted:</u> The statute does not specify a period of absence. An employer must provide an employee with sufficient time to vote. The statute does not define the term “sufficient time.” Unless otherwise mutually agreed upon, the time off should be during the beginning or the end of the employee’s shift, whichever provides more time to vote.</p> <p><u>Wages:</u> An employer is required to pay an employee for up to two hours of voting time.</p> <p><u>Notice Requirement:</u> An employee who knows or has reason to believe that he/she will need time off to vote, must provide at least two working days of notice to his/her employer.</p> <p><u>Posting Requirement:</u> An employer must conspicuously post a notice setting forth the provisions of the voting leave statute at least ten days before every statewide election.</p>	<p>No statutory provisions.</p>

Voting Leave

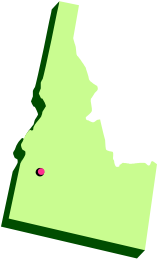

State	Statute	Description	Penalty
<p>Colorado</p> 	<p>Colo. Rev. Stat. § 1-7-102</p>	<p><u>Time Off Allotted:</u> An employee who is an “eligible elector,” is entitled to be absent from work for up to two hours during polling hours in order to vote. The employer may specify the hours during which an employee can be absent, but the hours must be at the beginning or end of the shift, if the employee so requests.</p> <p><u>Wages:</u> An employer is required to pay for up to two hours of voting time. An employer may not financially penalize or discharge an employee for being absent for voting time under this statute.</p> <p><u>Exceptions:</u> 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 the polls close.</p> <p><u>Notice Requirement:</u> An employee must request voting leave prior to Election Day.</p>	<p>A violation of the statute is a Class 2 Misdemeanor punishable by a fine of not more than \$1,000, or by imprisonment in the county jail for not more than one year, or by both. In addition, any corporation violating this section shall forfeit its charter and right to do business in the state.</p>
<p>Connecticut</p> 	<p><i>No Voting Leave Statute</i></p>		

Voting Leave

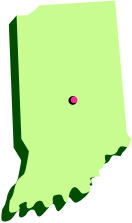
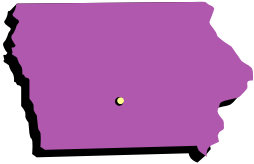
State	Statute	Description	Penalty
<p>Delaware</p> 	<p>Del. Code Ann., tit. 15, § 5162</p>	<p><u>Time Off Allotted</u>: The statute does not provide for any period of absence. A person or corporation existing or doing business in Delaware cannot hinder, control, coerce, or intimidate or attempt to hinder, control, coerce, or intimidate any qualified elector of Delaware from or in the exercise of the elector’s right to vote at any general, special or municipal election held under the laws of the state by means of bribery or by threats of depriving such elector of employment or occupation, absolutely or contingently, directly or indirectly.</p>	<p>An aggrieved elector can sue and recover from the corporation violating the statute the sum of \$500.</p>
<p>District of Columbia</p> 	<p><i>No Voting Leave Statute</i></p>		
<p>Florida</p> 	<p><i>No Voting Leave Statute</i></p>		


State	Statute	Description	Penalty
<p>Georgia</p> 	<p>Ga. Code Ann. §§ 21-2-404, 21-2-598</p>	<p><u>Time Off Allotted</u>: An employer must permit an employee to take any necessary time off from his/her employment to vote. Such necessary time off shall not exceed two hours. The employer may specify the hours during which the employee may be absent.</p> <p><u>Wages</u>: The statute does not specify whether the absence must be paid.</p> <p><u>Exceptions</u>: An employer is not required to provide voting leave if the employee's shift begins at least two hours after the polls open or ends at least two hours before the polls close.</p> <p><u>Notice Requirement</u>: An employee must provide his/her employer reasonable notice of the need to be absent.</p>	<p>A violation of the statute is a misdemeanor, punishable by a fine of between \$100 and \$1,000, imprisonment for no more than six months, and/or confinement in a correctional institution for no more than 12 months.</p>
<p>Hawaii</p> 	<p>Haw. Rev. Stat. § 11-95</p>	<p><u>Time Off Allotted</u>: Any voter shall be entitled to be absent from any service or employment in which the voter is then engaged or employed for a period of not more than two hours (excluding any lunch or rest periods) between the time of opening and closing the polls for the purpose of voting.</p> <p><u>Wages</u>: The employee may not be subjected to any rescheduling of normal hours or any deduction from any usual salary or wages for the absence, provided the employee actually does vote.</p> <p><u>Exception</u>: An employer is not required to provide voting leave if an employee has two consecutive hours (excluding lunch or rest periods) of non-working time while the polls are open.</p>	<p>A violation of the statute is punishable by a fine of not less than \$50 nor more than \$300.</p>

Voting Leave



State	Statute	Description	Penalty
<p>Idaho</p> 	<p><i>No Voting Leave Statute</i></p>		
<p>Illinois</p> 	<p>10 Ill. Comp. Stat. Ann. 5/17-15</p>	<p><u>Time Off Allotted</u>: Any employee who is entitled to vote may absent himself/herself from any services or employment in which he/she is then engaged or employed for a period of two hours between the time of opening and closing the polls. The employer may specify the period of absence, but 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.</p> <p><u>Wages</u>: An employer may not financially penalize or discharge an employee for being absent for voting time under this statute.</p> <p><u>Notice Requirement</u>: The employee must apply for leave prior to the day of the election.</p>	<p>The statute does not specify a penalty.</p>

Voting Leave

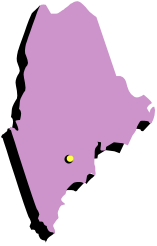


State	Statute	Description	Penalty
<p>Indiana</p> 		<p><i>No Voting Leave Statute</i></p>	
<p>Iowa</p> 	<p>Iowa Code Ann. §§ 49.109, 39A.5, 903.1</p>	<p><u>Time Off Allotted</u>: Any employee who is entitled to vote is entitled to such time off to vote as will, in addition to the person’s non-working time, total three consecutive hours during which time the polls are open. An employer may specify the period of absence.</p> <p><u>Wages</u>: An employee may not be penalized, nor shall any deduction be made from the person’s regular salary or wages, because of the absence.</p> <p><u>Exception</u>: An employer is not required to provide voting leave if an employee has three consecutive hours of non-working time while the polls are open.</p> <p><u>Notice Requirement</u>: An employee must apply in writing prior to the date of the election.</p>	<p>A violation of the statute is a simple misdemeanor, punishable by a fine between \$65 and \$625 and/or imprisonment for no more than 30 days.</p>

State	Statute	Description	Penalty
<p>Kansas</p> 	<p>Kan. Stat. Ann. § 25-418</p>	<p><u>Time Off Allotted</u>: Any employee who is entitled to vote in an election is entitled to absent himself/herself from any service or employment in which he/she is then engaged or employed for a period not to exceed two consecutive hours between the time of opening and closing of the polls. The employer may specify the particular time of day during which the employee may be absent, excluding the regular lunch period.</p> <p><u>Wages</u>: An employer may not financially penalize or discharge an employee for being absent for voting time under this statute.</p> <p><u>Exception</u>: An employee is only entitled to be absent for such a period of time which, when added to his/her non-working time during which the polls are open, will provide him/her with two consecutive hours of voting time.</p>	<p>Obstruction of the voting privilege is a Class A Misdemeanor. Obstruction of the voting privilege is defined as: (a) intentionally obstructing an employee in his/her exercise of voting privilege or (b) imposing a penalty upon an employee exercising his/her voting privilege under this section.</p>


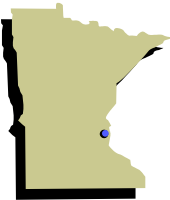
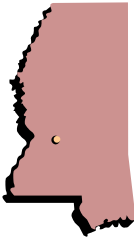
Voting Leave

State	Statute	Description	Penalty
<p>Kentucky</p> 	<p>Ky. Rev. Stat. Ann. § 118.035</p> <p>Constitution of Kentucky § 148</p>	<p><u>Time Off Allotted</u>: Any employee who is entitled to vote at any election shall be entitled to absent himself/herself from any services or employment in which he/she is then engaged or employed for a reasonable time, but not less than four hours between the time of opening and closing the polls. An employer may specify the hours during which the employee may be absent. An employer may not penalize the employee for taking a reasonable time off to vote, unless, under circumstances which did not prohibit the employee from voting, he/she failed to vote.</p> <p><u>Wages</u>: An employer may not penalize an employee for being absent for voting time under this statute; however, the absence is unpaid. The Kentucky Supreme Court held that the statutory provision prohibiting deduction of wages was unconstitutional. <i>See Illinois Cent. R. Co. v. Commonwealth</i>, 305 Ky. 632 (Ky. 1947).</p> <p><u>Notice Requirement</u>: The employee must apply for leave prior to the day of the election.</p>	<p>The statute does not specify a penalty.</p>
<p>Louisiana</p> 	<p><i>No Voting Leave Statute</i></p>		

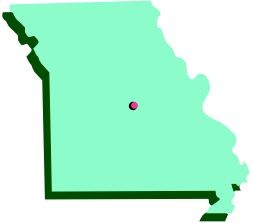
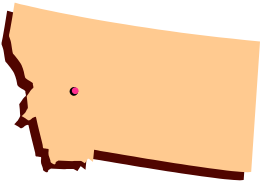
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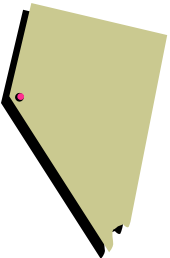
State	Statute	Description	Penalty
<p>Maine</p> 		<p><i>No Voting Leave Statute</i></p>	
<p>Maryland</p> 	<p>Md. Code Ann., Elec. Law § 10-315</p>	<p><u>Time Off Allotted:</u> An employer shall permit an employee who claims to be a registered voter a period not to exceed two hours absence from work on Election Day in order to cast a ballot. An employee is required to furnish proof of voting or attempted voting.</p> <p><u>Wages:</u> The employer must pay the employee for the absence.</p> <p><u>Exception:</u> An employer is not required to provide voting leave if an employee has two continuous hours of off-duty time while the polls are open.</p>	<p>The statute does not specify a penalty.</p>
<p>Massachusetts</p> 	<p>Mass. Gen. Laws. Ann. ch. 149, §§ 178, 180</p>	<p><u>Time Off allotted:</u> No owner, superintendent or overseer in any manufacturing, mechanical, or mercantile establishment shall employ or permit to be employed therein any person entitled to vote at an election, during the period of two hours after the opening of the polls to vote.</p> <p><u>Wages:</u> The statute does not specify whether the absence must be paid.</p> <p><u>Notice Requirement:</u> The employee must apply for the voting leave. The statute does not specify how much notice an employee must give.</p>	<p>A violation of the statute is punishable by a fine of not more than \$500.</p>



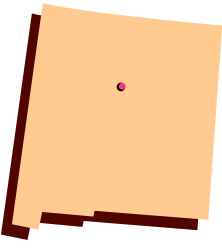
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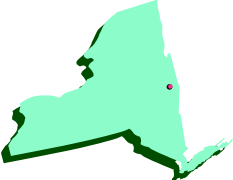
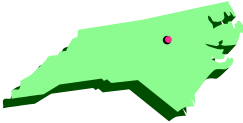
State	Statute	Description	Penalty
<p>Michigan</p> 	<p><i>No Voting Leave Statute</i></p>		
<p>Minnesota</p> 	<p>Minn. Stat. Ann. § 204C.04</p>	<p><u>Time Off Allotted:</u> The statute does not specify a period of leave. An employee who is eligible to vote is entitled to take time off on the morning of an election day to vote in a regularly scheduled state primary or general election, or an election for a U.S. or state senator or representative.</p> <p><u>Wages:</u> An employer may not penalize or deduct from an employee’s salary or wages because of the absence.</p>	<p>A violation of the statute is a misdemeanor.</p>
<p>Mississippi</p> 	<p>Miss. Code Ann. §§ 23-15-871, 79-1-9</p>	<p><u>Time Off Allotted:</u> The statute does not provide for any period of leave. An employee cannot be allowed to take part in any campaign at the expense, in whole or in part, of an employer, except the necessary time to cast his/her vote.</p>	<p>A corporation doing business in Mississippi shall be liable to a penalty of \$250.00 for every unlawful interference with the social, civil, or political rights of any of its agents or employees.</p>

Voting Leave

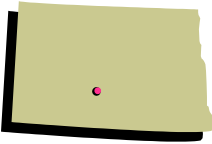
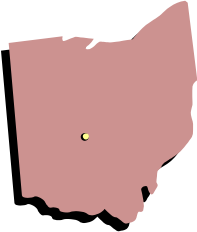
State	Statute	Description	Penalty
<p>Missouri</p> 	<p>Mo. Rev. Stat. §§ 115.639, 115.637</p>	<p><u>Time Off Allotted</u>: An employee who is entitled to vote is entitled to absent himself/herself from any services or employment for a period of three hours between the opening and closing of the polls for the purpose of voting. An employer may specify the hours during which the employee may be absent.</p> <p><u>Wages</u>: An employer may not penalize or deduct from an employee’s usual salary or wages, provided that the employee does use the leave for the purpose of voting.</p> <p><u>Exception</u>: An employer is not required to provide voting leave if an employee has three successive hours of non-working time while the polls are open.</p> <p><u>Notice Requirement</u>: An employee must make the request for leave prior to the day of the election.</p>	<p>A violation of the statute is a class four election offense, punishable by imprisonment for no more than 1 year and/or a fine of no more than \$2,500.</p>
<p>Montana</p> 	<p><i>No Voting Leave Statute</i></p>		

State	Statute	Description	Penalty
<p>Nebraska</p> 	<p>Neb. Rev. Stat. § 32-922</p>	<p><u>Time Off Allotted:</u> An employee who is a registered voter who does not have two consecutive hours in the period between the time of the opening and closing of the polls during which he/she is not required to be present at work is entitled on Election Day to be absent from employment for such a period of time as will, in addition to his/her non-working time, total two consecutive hours between the time of the opening and closing of the polls. The employer may specify the hours during which the employee may be absent.</p> <p><u>Wages:</u> An employer may not penalize or deduct from the employee’s salary or wages if the registered voter requested the absence prior to Election Day.</p> <p><u>Exception:</u> An employer need only provide the employee a period of leave which, when added to any non-working time during which the polls are open, will meet the two-hour period. An employer is not required to provide voting leave if the employee has at least two successive hours of non-working time while the polls are open.</p> <p><u>Notice Requirement:</u> The registered voter must apply for leave prior to Election Day.</p>	<p>The statute does not specify a penalty.</p>
<p>Nevada</p> 	<p>Nev. Rev. Stat. § 293.463</p>	<p><u>Time Off Allotted:</u> An employee who is a registered voter may be absent from his/her place of employment for a sufficient time to vote if it is impracticable for him/her to vote before or after his/her hours of employment. The employer may designate the hours of absence. Sufficient time is defined as one hour (if the distance between the voter’s employment and polling place is two miles or less); two hours (if the distance is more than two miles but not more than ten miles); or three hours (if the distance is more than ten miles).</p> <p><u>Wages:</u> An employer may not discharge, discipline, or penalize the employee, nor deduct from his/her salary or wages for such absence.</p> <p><u>Notice Requirement:</u> An employee must apply for leave prior to the day of the election.</p>	<p>Anyone who is authorized to grant leave and denies such leave or otherwise violates the provisions of the statute is guilty of a misdemeanor.</p>


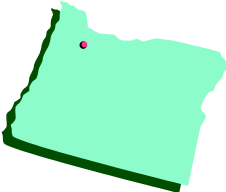
State	Statute	Description	Penalty
<p>New Hampshire</p> 	<p><i>No Voting Leave Statute</i></p>		
<p>New Jersey</p> 	<p>N.J. Stat. Ann. §§ 19:34-27, 19:34-28, 19:34-31</p>	<p><u>Time Off Allotted:</u> The statute does not provide for any period of leave. An employer cannot make use of, or threaten to make use of, any force, violence or restraint, or inflict or threaten to inflict, by himself or by any other person, any injury, damage, harm or loss against any person in his employ, or in any manner to practice intimidation upon or against any person, in order to induce or compel such person to vote or refrain from voting at any election or because such employee has voted or refrained from voting.</p>	<p>A violation of the statutes is a misdemeanor, and any corporation violating the statutes shall forfeit its charter.</p>
<p>New Mexico</p> 	<p>N.M. Stat. Ann. § 1-12-42</p>	<p><u>Time Off Allotted:</u> A voter may be absent from employment in which he/she is engaged for two hours for the purpose of voting while the polls are open. An employer may specify the hours during which the voter may be absent.</p> <p><u>Wages:</u> An employer may not subject an employee to any penalty because of his/her absence, including wages.</p> <p><u>Exception:</u> An employer is not required to provide voting leave if the employee’s shift begins more than two hours after the polls open or ends more than three hours before the polls close.</p>	<p>A violation of the statute is a misdemeanor punishable by a fine of not less than \$50 nor more than \$100.</p>

State	Statute	Description	Penalty
<p>New York</p> 	<p>N.Y. Elec. Law §§ 3-110, 17-118</p>	<p><u>Time Off Allotted</u>: A registered voter who does not have sufficient time outside of his/her working hours to vote, may, without loss of pay for up to two hours, take so much time as will (when added to voting time outside of working hours), enable him/her to vote.</p> <p><u>Wages</u>: An employer is required to pay an employee for up to two hours of voting time.</p> <p><u>Exception</u>: An employee with four consecutive hours either between the opening of the polls and the beginning of his/her working shift, or between the end of his/her working shift and the closing of the polls, shall be deemed to have sufficient time outside of his/her working hours within which to vote.</p> <p><u>Notice Requirement</u>: An employee must notify his/her employer of the requested absence at least two days, but not more than ten days, prior to the day of the election.</p> <p><u>Posting Requirement</u>: At least ten working days before every election, every employer shall post conspicuously a notice setting forth these provisions; such notice shall be posted until the close of polls on Election Day.</p>	<p>A violation of the statute is a misdemeanor.</p>
<p>North Carolina</p> 	<p><i>No Voting Leave Statute</i></p>		

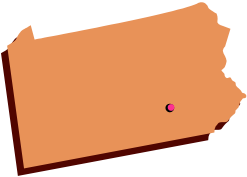
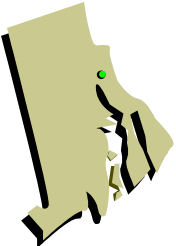
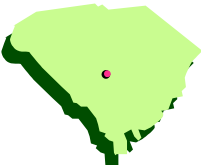
Voting Leave

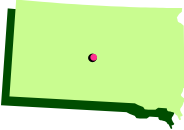
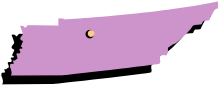
State	Statute	Description	Penalty
<p>North Dakota</p> 	<p>N.D. Cent. Code § 16.1-01-02.1</p>	<p><u>Time Off Allotted</u>: The statute does not specify a period of absence. An employer is encouraged to establish a program to grant an employee who is a qualified voter to be absent from employment for the purpose of voting when an employee’s regular work schedule conflicts with voting during the time the polls are open.</p> <p><u>Wages</u>: The statute does not specify whether the absence should be paid.</p>	<p>The statute does not specify a penalty.</p>
<p>Ohio</p> 	<p>Ohio Rev. Code Ann. § 3599.06</p>	<p><u>Time Off Allotted</u>: An employee may take a reasonable amount of time to vote on Election Day. An employer may not discharge or threaten to discharge an employee for such absence.</p> <p><u>Wages</u>: The statute does not specify whether the absence must be paid.</p>	<p>A violation of the statute is punishable by a fine of not less than \$50 nor more than \$500.</p>


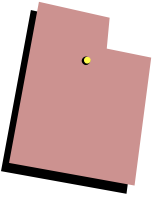
Voting Leave

State	Statute	Description	Penalty
<p>Oklahoma</p> 	<p>Okla. Stat. Ann. tit. 26, § 26-7-101</p>	<p><u>Time Off Allotted</u>: An employer shall grant an employee two hours of time during the period when the polls are open in which to vote, and if such employee be in the county or at such distance from the voting place that more than two hours are required in which to participate in such elections, then the employee shall be allowed a sufficient time in which to cast a ballot. An employer may designate the hours of absence.</p> <p><u>Wages</u>: Upon proof of voting, such employee shall not be subject to any loss of compensation or other penalty for such absence.</p> <p><u>Exception</u>: 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 the polls close.</p> <p><u>Notice Requirement</u>: An employee must notify the employer orally or in writing of his/her intention to be absent prior to Election Day.</p>	<p>A violation of the statute is a misdemeanor punishable by a fine of not less than \$50 nor more than \$100.</p>
<p>Oregon</p> 	<p><i>No Voting Leave Statute</i></p>		

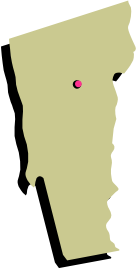

Voting Leave


State	Statute	Description	Penalty
<p>Pennsylvania</p> 	<p>25 Pa. Cons. Stat. § 3547</p>	<p><u>Time Off Allotted:</u> The statute does not provide for any period of leave. It is unlawful for a person to use force, violence, restraint, or to inflict or threaten to inflict injury, damage, harm or loss on a person to induce or compel such person to vote or refrain from voting.</p>	<p>A violation of the statute is a misdemeanor of the second degree, subject to a fine of no more than \$5,000 and/or imprisonment for no more than 2 years.</p>
<p>Rhode Island</p> 	<p><i>No Voting Leave Statute</i></p>		
<p>South Carolina</p> 	<p>S.C. Code § 16-17-560</p>	<p><u>Time Off Allotted:</u> The statute does not provide for any period of leave. It is unlawful for a person to discharge a citizen from employment or occupation because of the exercise of political rights and privileges.</p>	<p>A violation of the statute is a misdemeanor punishable by a fine up to \$1,000 and/or imprisonment for not more than two years.</p>


State	Statute	Description	Penalty
<p>South Dakota</p> 	<p>S.D. Codified Laws § 12-3-5</p>	<p><u>Time Off Allotted</u>: Any employee who is entitled to vote is entitled to be absent from any service or employment in which he/she is then engaged or employed for a period of two consecutive hours between the time of opening and the time of closing the polls on Election Day. An employer may specify the hours of absence.</p> <p><u>Wages</u>: An employer may not penalize or deduct from an employee’s usual salary or wages on account of such absence.</p> <p><u>Exception</u>: An employer does not have to provide leave if the employee has a period of two consecutive hours of non-working time during which the polls are open.</p>	<p>A violation of the statute is a Class 2 Misdemeanor.</p>
<p>Tennessee</p> 	<p>Tenn. Code Ann. § 2-1-106</p>	<p><u>Time Off Allotted</u>: An employee who is entitled to vote in an election may be absent from any service or employment on the day of an election for a reasonable period of time, not to exceed three hours, to vote during the time the polls are open. The employer may specify the hours of absence.</p> <p><u>Wages</u>: A voter absent for the purpose of voting may not be subjected to any penalty or reduction in pay for such absence.</p> <p><u>Exception</u>: 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 the polls close.</p> <p><u>Notice Requirement</u>: An employee must apply for the absence prior to twelve noon on the day before the election.</p>	<p>The statute does not specify a penalty.</p>

State	Statute	Description	Penalty
<p>Texas</p> 	<p>Tex. Elec. Code Ann. § 276.004</p>	<p><u>Time Off Allotted</u>: The statute does not specify a period of absence. An employer may not knowingly refuse to permit an employee to be absent from work on Election Day for the purpose of attending the polls to vote, or to subject or threaten to subject an employee to a penalty for attending the polls on Election Day to vote.</p> <p><u>Wages</u>: An employer may not subject an employee to a penalty, which is a loss or reduction of wages or other benefit of employment.</p> <p><u>Exception</u>: An employer is not required to permit leave if the polls are open on Election Day for two consecutive hours outside of an employee’s working hours.</p>	<p>A violation of this provision is a Class C Misdemeanor.</p>
<p>Utah</p> 	<p>Utah Code Ann. § 20A-3-103</p>	<p><u>Time Off Allotted</u>: An employer must allow any voter to be absent from service or employment on Election Day for not more than two hours between the time the polls open and close. The employer may specify the hours of absence. However, if the employee requests the leave be at the beginning or end of a work shift, the employer must grant the request.</p> <p><u>Wages</u>: An employer may not deduct from an employee’s usual salary or wages because of the absence.</p> <p><u>Exception</u>: An employer is not required to provide voting leave if the employee has a period of three or more hours of non-working time while the polls are open.</p> <p><u>Notice Requirement</u>: An employee must apply for a leave of absence prior to Election Day.</p>	<p>A violation of this provision is a Class B Misdemeanor.</p>


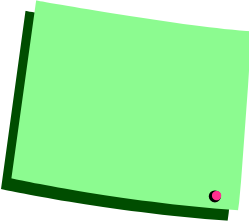
Voting Leave

State	Statute	Description	Penalty
<p>Vermont</p> 		<p><i>No Voting Leave Statute</i></p>	
<p>Virginia</p> 		<p><i>No Voting Leave Statute</i></p>	

State	Statute	Description	Penalty
<p>Washington</p> 	<p>Wash. Rev. Code Ann. § 49.28.120</p>	<p><u>Time Off Allotted</u>: Every employer shall arrange working hours on the day of a primary or election so that each employee will have a reasonable time (up to two hours) available for voting during the hours the polls are open. If the employee’s work schedule does not give the employee two free hours during the time the polls are open, not including meal or rest breaks, the employer shall permit the employee to take a reasonable time (up to two hours) from the employee’s work schedule for voting purposes.</p> <p><u>Wages</u>: An employer is required to pay an employee for up to two hours of voting time where an employee’s work schedule does not provide a reasonable time for voting.</p> <p><u>Exception</u>: An employer is required to grant leave only if, during the period between the time an employee is informed of his/her 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.</p>	<p>The statute does not specify a penalty.</p>

State	Statute	Description	Penalty
<p>West Virginia</p> 	<p>W. Va. Code Ann. §§ 3-1-42, 3-9-20</p>	<p><u>Time Off Allotted</u>: An employee who is entitled to vote at any election is entitled to a period of not more than three hours, if necessary, between the opening and the closing of the polls for the purpose of voting.</p> <p><u>Wages</u>: An employer may not penalize or deduct from an employee’s usual salary or wages because of such absence.</p> <p><u>Notice Requirement</u>: An employee must make a written demand for leave at least three days prior to the election.</p> <p><u>Exception</u>: An employee who has three or more hours of his/her own time away from his/her work or place of employment at any time between the hours of the opening and the closing of the polls, and who fails or neglects to vote or elects not to vote during such free time, may be subject to wage or salary deductions for the time actually absent.</p> <p>Furthermore, in essential employment positions such as government, health, hospital, transportation, and communications services, and in production, manufacturing, and processing works requiring continuity in operation, the employer may, upon receiving written leave requests, arrange a schedule of time off for any and all of his/her employees to avoid impairment or disruption of essential services and operations; however, the schedule must provide ample and convenient time and opportunity for each employee to vote.</p>	<p>A violation of the statute by a corporation is a misdemeanor punishable by a fine of not more than \$1000. A violation by an employer other than a corporation is a misdemeanor punishable by a fine of not more than \$500, or six months imprisonment, or both.</p>

Voting Leave

State	Statute	Description	Penalty
<p>Wisconsin</p> 	<p>Wis. Stat. §§ 6.76(1), 12.07, 12.60</p>	<p><u>Time Off Allotted</u>: Any person entitled to vote at an election is entitled to be absent from work while the polls are open for a period not to exceed three successive hours to vote. The employer may specify the hours of absence.</p> <p><u>Wages</u>: A deduction may be made for time lost, but no other deduction for such absence may be made.</p> <p><u>Notice Requirement</u>: An employee must notify his/her employer before the day of the election of the intended absence.</p>	<p>A violation of the statute is punishable by a fine not to exceed \$1000 or six months imprisonment, or both.</p>
<p>Wyoming</p> 	<p>Wyo. Stat. Ann. § 22-2-111</p>	<p><u>Time Off Allotted</u>: Any person entitled to vote is entitled to be absent from any service or employment in which he/she is then engaged or employed for a period of one hour (other than meal hours), the hour being at the convenience of the employer between the opening and closing of the polls.</p> <p><u>Wages</u>: An employer may not deduct wages or salary for such absence, provided the employee actually casts his/her legal vote.</p> <p><u>Exception</u>: An employer is not required to provide voting leave if the employee has three or more consecutive non-working hours during the time the polls are open.</p>	<p>The statute does not specify a penalty.</p>