

# Employee Leave

## for Voting

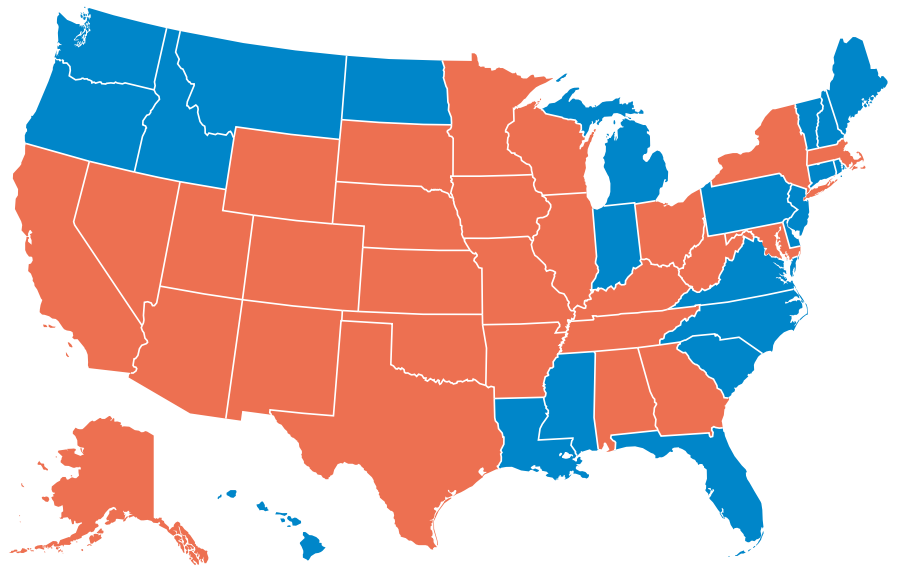
As election time approaches, employers can prepare for employees to request time off to vote. Although federal law does not require employers to provide employees with time off for voting, legal obligations may vary by locality.

As of 2024, over half of U.S. states and the District of Columbia require employers to provide time off for employees to vote in general elections.

While most states have the same voting leave laws as in previous years, Connecticut's voting leave expired on **June 30, 2024**.



Locations that mandate providing time off for voting (paid or unpaid)	Locations that don't mandate providing any time off to vote
<p>Alabama Alaska Arizona Arkansas California Colorado District of Columbia Georgia Illinois Iowa Kansas Kentucky Maryland Massachusetts Minnesota Missouri Nebraska Nevada New Mexico New York Ohio Oklahoma South Dakota Tennessee Texas Utah West Virginia Wyoming Wisconsin</p>	<p>Connecticut Delaware Florida Hawaii Idaho Indiana Louisiana Maine Michigan Mississippi Montana New Hampshire New Jersey North Carolina North Dakota Oregon Pennsylvania Rhode Island South Carolina Vermont Virginia Washington</p>



Specific requirements may vary by state, but many of these voting leave laws address the following:

- If employee leave must be paid
- If there is a notice requirement for employers
- If employers can designate the hours during which employees may be absent to vote

**Voting Resources:** [Voting and Elections in the United States](#)— Find answers to common questions about voting in the United States. [U.S. Election Assistance Commission](#)

Employers should familiarize themselves with voting leave laws that apply to them and be prepared to comply with state and local requirements.