

**Employees in these states are entitled to time off from work to vote on Election Day subject to the following conditions and exceptions:**

	<b>Notice to Employer?</b>	<b>Hours</b>	<b>Paid/Unpaid</b>	<b>No Time Off Required</b>	<b>Other Considerations</b>
<b>ARIZONA</b>	Employees must request time off prior to Election Day	Employer may specify leave hours	Paid	Employees who have three or more consecutive non-working hours before or after shift when polls are open	Employers who violate the section may be guilty of a misdemeanor
<b>CALIFORNIA</b>	Employees must request time off at least two working days prior to Election Day	Employees may only take time at the beginning or end of shift – whichever time will give greatest voting time and least time off from work	Paid up to two hours	Employees who have sufficient non-working time to vote	
<b>COLORADO</b>	Employees must request time off prior to Election Day	Employer can specify leave hours – but hours should be at the beginning or end of the shift if the employee requests it	Paid up to two hours	Employees who have three or more non-working hours to vote when the polls are open	
<b>GEORGIA</b>	Employees must give “reasonable notice”	Employer may specify leave hours	Unpaid	Employees who have two or more non-working hours before or after their shift when polls are open	
<b>ILLINOIS</b>	Employees must request time off prior to Election Day	Employer may specify leave hours	Paid	Employees who have two or more consecutive non-working hours before or after their shift when polls are open	
<b>MISSOURI</b>	Employees must request time off prior to Election Day	Employer may specify leave hours	Paid	Employees who have three or more consecutive non-working hours when polls are open	Employers who violate the section may be guilty of a misdemeanor
<b>NEW YORK</b>	Employees must request time off no more than ten or less than two working days prior to Election Day	Employer may specify leave hours	Paid up to two hours	Employees who have four consecutive non-working hours at the beginning or end of shift when polls are open	Employers must post a notice advising employees of their voting rights under section no less than ten days before each statewide election and must be kept up until polls close on election day
<b>TEXAS</b>	Not addressed in statute	Employer may not refuse employees time off to vote	Paid	Employees who have two consecutive non-working hours when polls are open	Employers who violate this section may be guilty of a misdemeanor