| States      | Voting Leave  |
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| Alabama     | Time Off for Voting Alabama's general voting leave law is found at Ala.<br>Code § 17-1-5. According to the law, employers in                                    |
| Alaska      | Alaska's voting leave law is located at Alaska Stat. § 15.15.100. The law applies to all employers. Requirements Pursuant to the law, an                        |
| Arizona     | Arizona's voting leave law, located at Ariz. Rev. Stat. § 16-402, covers all employers. Requirements Employers must provide employees with up to three          |
| Arkansas    | Arkansas' voting leave law is located at Ark. Code Ann. § 7-1-102. The law applies to all employers. Requirements The law provides that                         |
| California  | California's voting leave law is located at Cal. Election Code §§ 14000 – 14003. The law applies to all employers. Requirements Pursuant to                     |
| Colorado    | Colorado's voting leave law, located at Colo. Rev. Stat. §§ 1-7-102 and 1-1-<br>-719, covers all employers. Requirements Pursuant to the law, employers<br>must |
| Connecticut | Connecticut has no general law requiring an employer to provide employees time off to vote  |
| Delaware    | Delaware does not have a general voting leave law; however, the state does have a provision regarding individuals who serve as                                  |
| Florida     | Florida has no general law requiring employers to provide employees time off to vote. However, the state does have a law  |
| Georgia     | Georgia's voting leave law is located at O.C.G.A. § 21-2-404. The law applies to all employers. Requirements Pursuant to the law, employers must                |
| Hawaii      | Time Off to Vote Hawaii's voting leave law, located at Haw. Rev. Stat. § 11-<br>95, covers all employers. Employers must provide employees with                 |
| Idaho       | Idaho does not have a general voting leave law that requires private employers to provide employees with time off to vote                                       |
| Illinois    | Time Off to Vote Illinois' voting leave law is located at 10 Ill. Comp. Stat. § 5/17-15. The law covers all employers. Requirements Employers                   |
| Indiana     | Indiana has no general law that requires employers to provide time off to employees to vote   |

| States        | Voting Leave  |
|---------------|---|
| lowa          | lowa's voting leave law is located at lowa Code Ann. § 49.109. The law applies to all employers. Requirements Employers must provide employees, |
| Kansas        | Kansas' voting leave law is located at Kan. Stat. § 25-418. The law covers all employers. Requirements Employers must provide employees up to   |
| Kentucky      | Kentucky's voting leave law is located at Ky. Rev. Stat. Ann. § 118.035. The law applies to all employers. Requirements Employers must provide  |
| Louisiana     | Louisiana has no general law requiring employers to provide employees with time off to vote   |
| Maine         | Maine has no general law requiring employers to provide employees with time off to vote   |
| Maryland      | Maryland's voting leave law is located at Md. Election Law Code Ann. § 10-<br>315. The law applies to all employers. Requirements Pursuant to   |
| Massachusetts | Massachusetts' voting leave law is located at Mass. Gen. Laws Ann. ch. 149,<br>§ 178. Requirements Under the law, no owner, superintendent, or  |
| Michigan      | Michigan has no general law requiring employers to provide employees with time off to vote  |
| Minnesota     | Time Off to Vote Minnesota's voting leave law, located at Minn. Rev. Stat. § 204C.04, applies to both public and private employers              |
| Mississippi   | Mississippi does not have a general law requiring employers to provide employees with time off to vote. However, the state does                 |
| Missouri      | Missouri's voting leave law is located at Mo. Rev. Stat. § 115.639. The law applies to all employers. Requirements Pursuant to the law,         |
| Montana       | Montana has no general law requiring employers to provide employees with time off to vote   |
| Nebraska      | Time Off to Vote Nebraska's voting leave law is located at Neb. Rev. Stat. § 32-922. The law covers all employers. Requirements Employers must  |
| Nevada        | Nevada's voting leave law is located at Nev. Rev. Stat. § 293.463. The law covers all employers. Requirements Pursuant to the law, employers    |
| New Hampshire | New Hampshire has no general law requiring employers to provide employees with time off to vote   |
| New Jersey    | New Jersey has no general law requiring employers to provide employees with time off to vote  |

| States         | Voting Leave  |
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| New Mexico     | New Mexico's voting leave law is located at N.M. Stat. Ann. § 1-12-42. The law covers all employers. Requirements Employers must provide employees      |
| New York       | Time Off to Vote New York's voting leave law is located at N.Y. Elec. Law § 3-110. The law covers all employers. Requirements Employers                 |
| North Carolina | North Carolina has no general law requiring employers to provide employees with time off to vote  |
| North Dakota   | North Dakota's voting leave law is located at N.D. Cent. Code § 16.1-002.1. The law covers all employers. Requirements Pursuant to the law,             |
| Ohio           | Ohio's voting leave law is located at Ohio Rev. Code Ann. § 3599.06. The law covers all employers. Requirements Under the law, employers                |
| Oklahoma       | Oklahoma's voting leave law is located at 26 Okla. Stat. § 7-101. The law applies to all employers. Requirements Every corporation, firm, association,  |
| Oregon         | Oregon has no general law requiring employers to provide employees with time off to vote  |
| Pennsylvania   | Pennsylvania has no general law requiring employers to provide employees with time off to vote  |
| Rhode Island   | Rhode Island has no general law requiring employers to provide employees with time off to vote  |
| South Carolina | South Carolina has no general law requiring employers to provide employees with time off to vote. However, an employer may not                          |
| South Dakota   | South Dakota's voting leave law is located at S.D. Codified Laws § 12-3-5.<br>The law covers all employers. Requirements Pursuant to the law,           |
| Tennessee      | Time Off for Voting Tennessee's voting leave law is located at Tenn. Code Ann. § 2-1-106. The law covers all employers. Requirements Under the          |
| Texas          | Texas' voting leave law is located at Tex. Election Code § 276.004. The law covers all employers. Requirements Pursuant to the law, employers           |
| Utah           | Utah's voting leave law is located at Utah Code § 20A-3-103. The law covers all employers. Requirements Under the law, employers must provide employees |
| Vermont        | Vermont has no general law requiring employers to provide employees with time off to vote; however, the state does have a                               |
| Virginia       | Virginia does not have a general law requiring employers to provide employees with time off to vote. However, the state does                            |

| States               | Voting Leave   |
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| Washington           | Washington's voting leave law, previously located at Wash. Rev. Code § 49.28.120, was repealed on July 28, 2013                      |
| West Virginia        | West Virginia's voting leave law is located at W. Va. Code § 3-1-42. The law covers all employers. Requirements Pursuant to the law, |
| Wisconsin            | Wisconsin's voting leave law is located at Wis. Stat. § 6.76. The law covers all employers, including the state and its $\dots$      |
| Wyoming              | Time Off to Vote Wyoming's voting leave law is located at Wyo. Stat. § 22  |
| District of Columbia | The District of Columbia has no general law requiring employers to provide employees with time off to vote                           |