

Time Off To Vote State-by-State

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State	Applicable Laws and Regulations
Federal	Federal law does not specify employer requirements for time off to vote in a general election. However, federal law does protect a person's right to vote by prohibiting interference with the voting process, including voting, campaigning, or acting as a poll watcher or election official, in any primary, special or general election. This law is covered in the United States Code at Title 18, Part I, Chapter 13, section 245.
Alabama	<p>Time off to vote requirements applicable to all employees of private and public employers are covered in the Code of Alabama under Title 17, Chapter 1, Section 17-1-5, as added by Act 545 (H.B. 141), Sec. 1, L. 2006, effective April 25, 2006.</p> <p>Election day offenses that interfere or unduly influence an employee's right to vote are covered in the Code of Alabama under Title 17, Chapter 17, including law prohibiting employers from attempting to influence an employee's vote, which is covered at Title 17, Chapter 17, Sections 17-17-44 and 17-17-45.</p>
Alaska	Time off to vote requirements applicable to private and public employers are in the Alaska Statutes at Title 15, Chapter 15, Section 15.15.100 and Title 15, Chapter 56, Section 15.56.100, and apply to any qualified voter (Alaska Stat, Secs. 15.15.100 and 15.56.100).
Arizona	<p>Time off to vote requirements applicable to private and public employers are in the Arizona Revised Statutes Annotated at Title 16, Chapter 4, Article 1, Sections 16-402 and 16-206, and apply to any voter. Fines and penalties for violations are covered at Title 13, Chapter 7, Section 13-707, and Chapter 8, Sections 13-802 and 13-803.</p> <p>Election offenses are covered at Title 16, Chapter 7, Sections 16-1012 and 16-1013.</p>
Arkansas	Time off to vote requirements applicable to private and public employers are in the Arkansas Revised Statutes at Title 7, Chapter 1, Section 7-1-102, and apply to any voter (Ark CodeAnn, Sec. 7-1-102).
California	<p>Time off to vote requirements applicable to private and public employers are in the Deering's California Code Annotated, California Elections Code at Division 14, Chapter 1, Sections 14000 through 14003, and apply to any voter.</p> <p>Law prohibiting employers from influencing an employee's voting or political activities is covered in the California Labor Code at Division 2, Part 3, Chapter 5, Sections 1101, 1102 and 1103.</p>
Colorado	Time off to vote requirements applicable to private and public employers are in the Colorado Revised Statutes at Title 1, Article 7, Part 1, Sections 1-7-101 and 1-7-102 and Title 1, Article 13, Sections 1-13-111 and 1-13-719, and apply to any eligible voter.

	Special provisions applicable to state employers are found in Title 24, Article 50, Part 4, Section 24-50-401.
Connecticut	Connecticut does not have a voting leave law. Connecticut law does, however, prohibit employers from influencing an employee's voting. This law is found in the Connecticut General Statutes at Title 9, Chapter 151, Section 9-365.
Delaware	Delaware does not have a voting leave law of general application; however, special provisions applicable to election officers on election days are found in the Delaware Code Annotated at Title 15, Chapter 47, Section 4709.
District of Columbia	The District of Columbia does not have a voting leave law.
Florida	Florida does not have a voting leave law; however, eligible voters who exercise their right to vote are protected from discharge from employment under the Florida Statutes at Title IX, Chapter 104, Sections 104.081.
Georgia	Time off to vote requirements applicable to private and public employers are in the Official Code of Georgia Annotated at Title 21, Chapter 2, Article 11, Part 1, Section 21-2-404, and apply to any qualified voter.
Hawaii	Time off to vote requirements applicable to private and public employers are in the Hawaii Revised Statutes at Division 1, Title 2, Chapter 11, Part VII, Section 11-95, and apply to any voter.
Idaho	Idaho does not have a voting leave law.
Illinois	Time off to vote requirements applicable to private and public employers are in the Illinois Compiled Statutes Annotated at Chapter 10, Sections 5/7-42 and 5/17-15, and apply to any voter.
Indiana	Indiana law does not specify employee time off to vote on election day. However, Indiana law does prohibit employers from influencing employees in the choice of a particular candidate, ticket or public question or from otherwise influencing the employee's political opinions or actions. This law is covered in the Indiana Code at Title 3, Article 14, Chapter 3, sections 3-14-3-21. Penalty for violations is covered at Title 35, Article 50, sections 35-50-2-1 and 35-50-2-7.
Iowa	Time off to vote requirements applicable to private and public employers are in the Code of Iowa, Title II, Subtitle 1, Chapter 49, Section 49.109, and apply to any voter. Penalties are covered in the Code of Iowa at Title II, Subtitle 1, Chapter 39A, Section 39A.5 and Title XVI, Subtitle 3, Chapter 903, Section 903.1.
Kansas	Time off to vote requirements applicable to private and public employers are in the Kansas Statutes Annotated at Chapter 25, Article 4, Section 25-418, and Chapter 21, Part III, Article 45, Sections 21-4502 and 21-4503a. They apply to any eligible voter.
Kentucky	Time off to vote requirements applicable to private and public employers are in the Kentucky Revised Statutes Annotated at Title X, Chapter 118, Section 118.035 and the Constitution of Kentucky, Suffrage and Elections, Sec. 148. They apply to any voter.
Louisiana	Louisiana does not have a voting leave law; however, employer prohibitions against interfering with employees' right to vote are covered in the Louisiana Revised Statutes at Title 23, Chapter 9, Part III, Sections 23:961 and 23:962.
Maine	Maine does not have a voting leave law. However, Maine law protects an individual's right to vote free of interference or influence; This law is found in the Maine Revised Statutes at Title 21-A, Chapter 9, Subchapter 2, Article 3, Section 674.
Maryland	Time off to vote requirements applicable to private and public employers are in the Annotated Code of Maryland, Election Law at Title 10, Subtitle 3, Section 10-315, and apply to any registered voter.

	<p>Time off for state employees to serve as election judges is covered under the state Election Law at Title 10, Subtitle 2, Section 10-202.</p> <p>Law protecting employees from employer influence on their political opinions and voting is covered under the Election Law at Title 13, Subtitle 6, Section 13-602.</p>
Massachusetts	<p>Time off to vote requirements applicable to manufacturing, mechanical or mercantile employers are in the General Laws of Massachusetts at Part I, Title XXI, Chapter 149, Sections 178 and 180, and apply to any voter in those industries.</p>
Michigan	<p>Michigan does not have a voting leave law. However, Michigan law does prohibit employers from influencing an employee's vote at an election, under the Michigan Compiled Laws, Chapter 168, Election Law, Chapter XXXV, Section 168.931.</p>
Minnesota	<p>Time off to vote provisions applicable to private and public employers are in the Minnesota Statutes, Chapter 204C, Section 204C.04, and apply to any eligible voter.</p> <p>Minnesota law prohibits both private and public employers from influencing employees in voting and political activities; These provisions of law are found in the Minnesota Statutes at Chapter 211B, Sections 211B.07 and 211B.09.</p>
Mississippi	<p>Mississippi does not have a voting leave law; however, employer prohibitions against interfering with employees' right to vote and employee prohibitions against participating in election campaigns at the employer's expense (except for necessary time to cast votes) and other election offenses relating to employment are covered in the Mississippi Code Annotated at Title 23, Chapter 15, Article 27, Sections 23-15-871 and 23-15-873.</p>
Missouri	<p>Time off to vote provisions applicable to private and public employers are in the Missouri Revised Statutes at Title IX, Chapter 115, Sections 115.639, 115.637(6) and 115.635, and apply to any voter.</p>
Montana	<p>Montana does not have a voting leave law. However, Montana law does prohibit an employer from influencing an employee's political opinions and actions, as well as prohibit public employees from soliciting support or opposition to a candidate or ballot issue while on the job. These election and campaign offenses are covered in the Montana Code Annotated at Title 13, Chapter 35, Part 2, Sections 13-35-226 and 13-35-228.</p>
Nebraska	<p>Time off to vote provisions applicable to private and public employers are in the Revised Statutes of Nebraska Annotated at Chapter 32, Section 32-922, and apply to any registered voter.</p> <p>Law protecting election officials who take time off to serve is covered at Chapter 32, Section 32-241.</p> <p>Law prohibiting employers from influencing employees in their voting or political actions is covered at Chapter 32, Section 32-1537 and Chapter 28, Section 28-105.</p>
Nevada	<p>Time off to vote provisions applicable to private and public employers are in the Nevada Revised Statutes at Title 24, Chapter 293, Section 293.463, and apply to any registered voter. Employers are prohibited from intimidating or influencing voters at Title 24, Chapter 293, Sections 293.710 and 293.840. Sentences for violations are covered at Title 15, Chapter 193, Sections 193.140 and 193.150. Also, employers can not prohibit employees from participating in politics or for running for public office within the state under Title 53, Chapter 613, Sections 613.040 and 613.050.</p>
New Hampshire	<p>New Hampshire law does not require employers to allow employees to take a leave of absence from work in order to vote at an election. New Hampshire law does provide, however, that if a person's employment obligations require him or her to remain physically at work or to be in transit to and from work from the time the polls open until after the time the polls close on an election day, then that person may make an application to vote by</p>

	<p>means of absentee ballot. New Hampshire Revised Statutes Annotated, Title LXIII, Chapter 657, sections 657:1 and 657:21-a, and Chapter 669, section 669:26.</p> <p>Prohibited acts: Not specific to employers but New Hampshire law prohibits intimidation, bribes and other influences on voters in the New Hampshire Revised Statutes at Title LXIII, Chapter 659, Section 659:40.</p>
New Jersey	New Jersey does not have a voting leave law; however, employer prohibitions against interfering with employees' free exercise of voting rights are covered in the New Jersey Revised Statutes at Title 19, Subtitle 7, Chapter 34, Sections 19:34-27 through 19:34-31.
New Mexico	Time off to vote provisions applicable to private and public employers are in the New Mexico Statutes Annotated at Chapter 1, Article 12, Section 1-12-42, and apply to any voter. Coercion of voters is prohibited under Chapter 1, Article 20, section 1-20-13. Fines and imprisonment for those found guilty of coercion are covered at Chapter 31, Article 18, Section 31-18-15.
New York	<p>Time off to vote provisions applicable to private and public employers are in the New York Consolidated Laws, Election Law at Article 3, Title 1, Section 3-110, and apply to any registered voter. Penalties are covered in the New York Consolidated Laws, Election Law at Article 17, Sections 17-118 and 17-166.</p> <p>Employers are prohibited from influencing the political opinions or action of employees; this law is found in the New York Election Law, Article 17, sections 17-100, 17-102, 17-118, 17-122, 17-130, 17-150, 17-152, and 17-166. Employers are prohibited from discharging or discriminating in employment when a person engages in legal political activities outside of work and off the employer's premises; Exceptions apply. New York Labor Law, Chapter 31, Article 7, Section 201-d.</p>
North Carolina	North Carolina does not have a voting leave law; however, provisions protecting employees from retribution for exercising their right to vote or working as an election official are covered in the General Statutes of North Carolina at Chapter 163, Subchapter VIII, Article 22, Section 163-274, 163:271 and 163-41.2.
North Dakota	<p>Time off to vote provisions applicable to private and public employers are in the North Dakota Century Code at Title 16.1, Chapter 16.1-01, Section 16.1-01-02.1, and apply to any voter.</p> <p>Election offenses are covered at Title 16.1, Chapter 16.1-01, Section 16.1-01-12, and at Title 12.1, Chapter 12.1-14, Section 12.1-14-02 and 12.1-14-03. Penalties for violations are covered at Title 12.1, Chapter 12.1-32, Sections 12.1-32-01 and 12.1-32-01.1.</p>
Ohio	Time off to vote provisions applicable to private and public employers are in Ohio Revised Code Annotated at Title XXXV, Chapter 3599, Sections 3599.03, 3599.05 and 3599.06, and apply to any voter. Time off for public employees to serve as election judges on election day is covered at Title XXXV, Chapter 35, Section 3501.28.
Oklahoma	Time off to vote provisions applicable to private and public employers are in the Oklahoma Statutes at Title 26, Chapter A1, Article VII, Section 7-101, and apply to any registered voter. Law prohibiting certain election-related offenses are covered in the Oklahoma Statutes at Title 26, Chapter A1, Article XVI, Sections 16-101, 16-106, 16-110 and 16-113.
Oregon	Oregon does not have a voting leave law. However, Oregon law prohibits persons from interfering with or influencing voters in the Oregon Revised Statutes at Title 23, Chapter 260, Sections 260.422, 260.432, 260.665, 260.993 and 260.995.
Pennsylvania	Pennsylvania law does not specify time off to vote. However, employers are prohibited from influencing the political opinions or activities of employees. These provisions are found in the Pennsylvania Statutes Annotated, at Title 25, Chapter 14, Article XVIII,

	Sections 3547 and 3539.
Puerto Rico	Time off to vote provisions applicable to private and public employers are in the Puerto Rico Laws Annotated at Title 16, Subtitle 5, Chapter 309, Sections 3204 and 3237, and at Title 29, Part 1, Chapter 7, Sections 131 through 139, and apply to any registered voter.
Rhode Island	Rhode Island does not have a voting leave law. However, Rhode Island law does prohibit employers from influencing employees' voting or political opinions. This law is covered in the Rhode Island General Laws at Title 17, Chapter 23, Section 17-23-6, and Title 17, Chapter 26, Section 17-26-1.
South Carolina	South Carolina does not have a voting leave law. South Carolina law does, however, prohibit misconduct at elections, including prohibiting bribery or use of threats, in the Code of Laws of South Carolina at Title 7, Chapter 25, Sections 7-25-50, 7-25-60, 7-25-70 and 7-25-80 and at Title 16, Chapter 17, Article 7, Section 16-17-560.
South Dakota	Time off to vote provisions applicable to private and public employers are in the South Dakota Codified Laws at Title 12, Chapter 12-3, Section 12-3-5 and apply to any voter. Employers are prohibited from influencing an employee's political actions or opinions at Title 12, Chapter 12-26, Sections 12-26-13 and 12-26-15. Penalties are covered in the South Dakota Codified Laws at Title 22, Chapter 22-6, Section 22-6-2.
Tennessee	Time off to vote provisions applicable to private and public employers are in the Tennessee Code Annotated at Title 2, Chapter 1, Section 2-1-106 and Chapter 9, Section 2-9-103. Prohibited acts and penalties for violations are covered in the Tennessee Code Annotated at Title 2, Chapter 19, Part 1, Sections 2-19-134 and 2-19-135, and Title 40, Chapter 35, Section 40-35-111. Provisions apply to any voter.
Texas	Time off to vote provisions applicable to private and public employers are in Vernon's Texas Election Code Annotated at Title 16, Chapter 276, Section 276.004, and apply to any voter. Penalties are covered in Vernon's Texas Penal Code at Title 3, Chapter 12, Subchapters B and C, Sections 12.23 and 12.24. Time off to vote provisions applicable to state employers are in Vernon's Texas Government Code Annotated at Chapter 661, Section 661.914 Law prohibiting retaliation against employees in their voting is covered in Vernon's Texas Election Code Annotated at Title 16, Chapter 276, Section 276.001.
Utah	Time off to vote provisions applicable to private and public employers are in the Utah Code Annotated at Title 20A, Chapter 3, Part I, Section 20A-3-103, and apply to any voter. Penalties are covered in the Utah Code Annotated at Title 76, Chapter 3, Part 2, Sections 76-3-204, 76-3-301 and 76-3-302. Law prohibiting employers from influencing employee voting is covered in the Utah Code Annotated at Title 20A, Chapter 3, Part 5, Sections 20A-3-502 and 20A-3-503.
Vermont	Vermont does not have a voting leave law. However, the state does provide for time off in order for workers to attend their annual town meeting. Law giving employees the right to take time off to attend town meetings is applicable to private and public employers and is found in the Vermont Statutes Annotated, at Title 21, Chapter 5, section 472b (Act 124 (S. 45), L. 2007, effective July 1, 2008). Influencing voting by bribes or threats is prohibited at Title 17, Chapter 35, Section 2017.
Virginia	Virginia does not have a general law providing employee's with time off to vote on election day. Virginia law does provide employees whose combined work and commuting takes up 11 or more of the 13 hours in which the polls are open to have an opportunity to vote by means of absentee voting; This law is found in the Code of Virginia at Title 24.2, Chapter 7, Sections 24.2-700 and 24.2-701. Leave provisions for employees to serve as election officers are covered in the Code of Virginia at Title 24.2, Chapter 1, Section 24.2-118.1. In addition, although the employer is not specified, it is unlawful to interfere with or through

	bribery influence a person's voting, under Title 24.2, Chapter 6, Section 24.2-607 and Chapter 10, Section 24.2-1005. Penalties for misdemeanors are covered at Title 18.2, Chapter 1, Article 3, Section 18.2-11.
Washington	Time off to vote provisions applicable to private and public employers are in the Revised Code of Washington at Title 49, Chapter 49.28, Section 49.28.120, and apply to any voter.
West Virginia	Time off to vote provisions applicable to private and public employers are in the West Virginia Code Annotated at Chapter 3, Article 1, Section 3-1-42, and apply to any voter. Penalties are covered in the West Virginia Code Annotated at Chapter 3, Article 8, Section 3-8-8. Influencing the political views or actions of voters is prohibited under Chapter 3, Article 8, Sections 3-8-8, 3-8-11, 3-8-12, 3-8-13, and Article 9, Section 3-9-14, 3-9-15, and 3-9-20.
Wisconsin	Time off to vote provisions applicable to private and public employers are in the Wisconsin Statutes, Chapter 6, Section 6.76. Provisions apply to any voter. Time off to vote for election officials on election day is covered at Chapter 7, Section 7.33. Law prohibiting employers from influencing employee voting is covered at Chapter 12, Sections 12.07 and 12.60 and at Chapter 103, Section 103.18.
Wyoming	Time off to vote provisions applicable to private and public employers are covered in the Wyoming Statutes Annotated at Title 22, Chapter 2, Section 22-2-111. Provisions apply to any voter. Employers are prohibited from interfering with employees' political activities and actions at Title 22, Chapter 26, Sections 22-26-112, 22-26-116, 22-26-117, and 22-26-118.

State	Time Allowed
Federal	No provisions.
Alabama	<p>Private and public employers: Employees are to be permitted to take the necessary time off from work in order to vote, up to 1 hour, unless there are 2 hours available before the start of work or there is 1 hour after work when the polls are open. Time off to vote applies to any municipal, county, state, or federal political party primary or election for which the employee is registered and qualified to vote, on the day in which the primary or election is held. (Ala Code Sec. 17-1-5, added by Act 545 (H.B. 141), L. 2006, effective April 25, 2006).</p> <p>Election officials: Election officials may be excused from employment to perform election duties on election day. This law does not apply if the employer has 25 or fewer employees (Ala Code, Sec. 17-8-13).</p>
Alaska	Private and public employers: Enough time to vote, unless 2 hours available before or after work (Alaska Stat, Secs. 15.15.100 and 15.56.100).
Arizona	Private and public employers: Up to 3 hours, unless polls open 3 hours before or after work (Ariz RevStatAnn, Sec. 16-402).
Arkansas	Private and public employers: Work hours must be scheduled to allow employees opportunity to vote (Ark CodeAnn, Sec. 7-1-102).
California	Private and public employers: Enough time at start or end of work to vote in statewide election, when added to free time during voting hours (Cal ElecCode, Sec. 14000).
Colorado	<p>Private and public employers: 2 hours, unless polls open 3 nonworking hours (Colo RevStat, Sec. 1-7-102).</p> <p>State employers: State personnel system employees are granted 2 hours administrative leave (Colo RevStat, Sec. 24-50-401).</p>
Connecticut	Connecticut does not have a voting leave law.
Delaware	Delaware does not have a voting leave law of general application.
District of Columbia	The District of Columbia does not have a voting leave law.
Florida	No provisions.
Georgia	Private and public employers: Up to 2 hours where necessary, unless 2 hours available before or after work (Ga CodeAnn, Sec. 21-2-404).
Hawaii	Private and public employers: 2 consecutive hours, excluding lunch or rest periods, unless polls open 2 nonworking hours (Haw RevStat, Sec. 11-95).
Idaho	Idaho does not have a voting leave law.
Illinois	Private and public employers: 2 hours between opening and closing of polls (10 ILCS 5/7-42 and 10 ILCS 5/17-15).
Indiana	Indiana does not have a voting leave law.
Iowa	Private and public employers: Enough time to give 3 voting hours when polls are open, unless employee has 3 consecutive nonwork hours when polls open (Iowa Code, Sec. 49.109).
Kansas	Private and public employers: 2 hours between open and close of polls (if polls are open before or after working hours, then enough time off, when added to free time, to equal 2 hours) (Kan StatAnn, Sec. 25-418).
Kentucky	Private and public employers: Reasonable time not less than 4 hours between opening

	<p>and closing of polls (or up to 4 hours to request application or execute absentee ballot, on day appearing before clerk, during business hours) (Ky RevStatAnn, Sec. 118.035 and Ky Const, Sec. 148).</p> <p>Any person selected to serve as an election officer is entitled to take a leave of absence from employment for an entire day to attend training or to serve as an election officer (Ky RevStatAnn, Sec. 118.035).</p>
Louisiana	Louisiana does not have a voting leave law.
Maine	Maine does not have a voting leave law.
Maryland	<p>Private and public employers: Up to 2 hours to cast ballot, unless employee has 2 continuous hours off-duty between open and close of polls (Md CodeAnn, ElecLaw, Sec. 10-315).</p> <p>State employees may take time off from work to serve as an election judge. Employees may use one hour of administrative leave for each hour of service as an election judge, up to a total of eight hours a day (Md Code Ann, ElecLaw, Sec. 10-202).</p>
Massachusetts	Manufacturing, mechanical or mercantile employers: Time off during first 2 hours polls are open (Mass GenLaws, Ch. 149, Sec. 178).
Michigan	Michigan does not have a voting leave law.
Minnesota	Private and public employers: Mornings of election day (Minn Stat, Sec. 204C.04).
Mississippi	Mississippi does not have a voting leave law.
Missouri	Private and public employers: 3 hours, unless polls are open 3 consecutive nonworking hours (Mo RevStat, Sec. 115.639).
Montana	Montana does not have a voting leave law.
Nebraska	<p>Private and public employers: Up to 2 hours unless polls open 2 hours before or after work (Neb RevStatAnn, Sec. 32-922).</p> <p>Election officials are to be allowed time off for the hours they are required to serve (Neb RevStatAnn, Sec. 32-241).</p>
Nevada	Private and public employers: "Sufficient time" unless such time exists during nonworking hours; specified as 1 to 3 hours, depending on distance to polls (Nev RevStat, Sec. 293.463).
New Hampshire	New Hampshire does not have a voting leave law.
New Jersey	New Jersey does not have a voting leave law.
New Mexico	Private and public employers: 2 hours, unless work begins 2 hours after polls open or ends 3 hours before polls close (NM StatAnn, Sec. 1-12-42).
New York	Private and public employers: "Sufficient time" unless such time exists during nonworking hours; 4 consecutive nonworking hours while polls are open is "sufficient" (NY ElecLaw, Sec. 3-110).
North Carolina	Not specified.
North Dakota	Private and public employers: Employers are "encouraged" to provide voting leave when employee's regular work schedule conflicts with times polls are open (ND CentCode, Sec. 16.1-01-02.1).
Ohio	<p>Private and public employers: Reasonable time (amount not specified) (Ohio RevCodeAnn, Sec. 3599.06).</p> <p>Public employees may take time off to serve as election judges on election day, without</p>

	loss of regular compensation (Ohio RevCodeAnn., Sec. 3501.28).
Oklahoma	Private and public employers: 2 hours, more if necessary, except where employee has 3 hours before or after work (Okla Stat, tit. 26, Sec. 7-101).
Oregon	Oregon does not have a voting leave law.
Pennsylvania	Pennsylvania does not have a voting leave law.
Puerto Rico	Private and public employers: Election day is a legal holiday (PR LawsAnn, tit. 16, Sec. 3204). Continuous operation firms must schedule shifts on election days that allow employees to vote during poll hours from 8:00 a.m. to 3:00 p.m. (PR LawsAnn, tit. 16, Sec. 3237).
Rhode Island	Rhode Island does not have a voting leave law.
South Carolina	South Carolina does not have a voting leave law.
South Dakota	Private and public employers: 2 hours, unless polls open 2 nonworking hours (SD CodifiedLaws, Sec. 12-3-5).
Tennessee	Private and public employers: Up to 3 hours, unless polls open 3 hours before or after work (Tenn CodeAnn, Sec. 2-1-106). Voting machine technicians, Leave: Voting machine technicians appointed by the county election commission who perform duties on a part-time basis and who have other full-time employment must be excused without pay from their full-time employment for the day(s) required for the performance of the technician's duties. An employer may not require the technician to use vacation time or other leave time days while on voting machine duty (Tenn CodeAnn, Sec. 2-9-103).
Texas	Private and public employers: Amount not specified; none if polls open for 2 non-working hours (Tex ElecCodeAnn, Sec. 276.004). State employers: State agency employees are entitled to "sufficient" time off to vote (Tex Gov'tCodeAnn Sec.661.914).
Utah	Private and public employers: 2 hrs. between opening and closing of polls, unless polls open 3 or more nonworking hours (Utah CodeAnn, Sec. 20A-3-103).
Vermont	Employees of both private and public employers in Vermont are entitled to take an unpaid leave from employment to attend his or her annual town meeting. Such leave is subject to the essential operation of a business or state or local government entity, which would prevail in any instance of conflict (Vt StatAnn., Sec. 472b, added by Act 124 (S. 45), L. 2007, enacted May 5, 2008, and effective July 1, 2008).
Virginia	Election officers: Not specified, but the law provides that no person who serves for 4 or more hours, including travel time, on his or her day of service can be required to start any workshift that begins on or after 5:00 p.m. on the day of service or begins before 3:00 a.m. on the day following the day of service (Va CodeAnn, Sec. 24.2-118.1).
Washington	Private and public employers: Up to 2 hours (does not apply if, after knowledge of work schedule on election date, employee has sufficient time available for an absentee ballot to be secured) (Wash RevCode, Sec. 49.28.120).
West Virginia	Private and public employers: Up to 3 hours, if necessary, between opening and closing of polls (WV CodeAnn, Sec. 3-1-42).
Wisconsin	Private and public employers: Up to 3 hours while polls open (Wis Stat, Sec. 6.76). Election officials: Employers must grant to each employee who is appointed to serve as an election official a leave of absence for the entire 24-hour period of each election day in which the official serves. The employer can request verification through the municipal clerk (Wis Stat, Sec.7.33).

Wyoming	Private and public employers: 1 hour, unless polls open 3 or more consecutive non-working hours (Wyo StatAnn, Sec. 22-2-111).
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State	Must Employee Be Paid?
Federal	No provisions.
Alabama	No provisions.
Alaska	Private and public employers: Yes (Alaska Stat, Secs. 15.15.100 and 15.56.100).
Arizona	Private and public employers: Yes (Ariz RevStatAnn, Sec. 16-402).
Arkansas	No provisions.
California	Private and public employers: Limited to 2 hours (Cal ElecCode, Sec. 14000).
Colorado	Private and public employers: Yes, limited to 2 hours (Colo RevStat, Sec. 1-7-102).
Connecticut	Connecticut does not have a voting leave law.
Delaware	Delaware does not have a voting leave law of general application.
District of Columbia	The District of Columbia does not have a voting leave law.
Florida	No provisions.
Georgia	No provisions.
Hawaii	Private and public employers: Yes, if vote is cast. Voter's receipt constitutes proof (Haw RevStat, Sec. 11-95).
Idaho	Idaho does not have a voting leave law.
Illinois	Private and public employers: Yes (10 ILCS 5/7-42 and 10 ILCS 5/17-15).
Indiana	Indiana does not have a voting leave law.
Iowa	Private and public employers: Yes (Iowa Code, Sec. 49.109).
Kansas	Private and public employers: Yes (Kan StatAnn, Sec. 25-418).
Kentucky	Private and public employers: Not specified, but law provides that employee is not to be penalized for taking reasonable time off to vote, unless the employee fails to vote (Ky RevStatAnn, Sec. 118.035).
Louisiana	Louisiana does not have a voting leave law.
Maine	Maine does not have a voting leave law.
Maryland	Private and public employers: Yes; employees must provide proof (State Board prescribed form) of voting or attempted voting (Md CodeAnn, ElecLaw, Sec. 10-315).
Massachusetts	No provisions.
Michigan	Michigan does not have a voting leave law.
Minnesota	Private and public employers: Yes (Minn Stat, Sec. 204C.04).
Mississippi	Mississippi does not have a voting leave law.
Missouri	Private and public employers: Yes, if vote is cast (Mo RevStat, Sec. 115.639).
Montana	Montana does not have a voting leave law.
Nebraska	Private and public employers: Yes, if application made prior to election day (Neb RevStatAnn, Sec. 32-922). <i>Election officials:</i> Yes, for hours served, if reasonable notice given (waived if appointed on day of election to fill vacancies as judges or clerks of election) (Neb RevStatAnn, Sec. 32-241).
Nevada	Private and public employers: Yes (Nev RevStat, Sec. 293.463).

New Hampshire	New Hampshire does not have a voting leave law.
New Jersey	New Jersey does not have a voting leave law.
New Mexico	Private and public employers: No provision; however, Attorneys General have construed law to require pay, limited to 2 hours for hourly paid workers, except where workday ends more than 3 hours before polls close and there is no loss of pay.
New York	Private and public employers: Yes, limited to 2 hours (NY ElecLaw, Sec. 3-110).
North Carolina	Not specified.
North Dakota	No provisions.
Ohio	Private and public employers: No provision; however, Attorneys General have construed law to require pay, limited to salaried employees. <i>Election officials, Public employees:</i> Public employees may take time off to serve as election judges on election day without loss of regular compensation. Certain restrictions apply (Ohio RevCodeAnn., Sec. 3501.28).
Oklahoma	Private and public employers: Yes, if vote is cast (Okla Stat, tit. 26, Sec. 7-101).
Oregon	Oregon does not have a voting leave law.
Pennsylvania	Pennsylvania does not have a voting leave law.
Puerto Rico	No provisions.
Rhode Island	Rhode Island does not have a voting leave law.
South Carolina	South Carolina does not have a voting leave law.
South Dakota	Private and public employers: Yes (SD CodifiedLaws, Sec. 12-3-5).
Tennessee	Private and public employers: Yes (Tenn CodeAnn, Sec. 2-1-106).
Texas	Private and public employers: Yes (Tex ElecCodeAnn, Sec. 276.004).
Utah	Private and public employers: Yes (Utah CodeAnn, Sec. 20A-3-103).
Vermont	Private and public employers: No, employers are not required to compensate employees who take time off to attend town meetings (Vt StatAnn., Sec. 472b, added by Act 124 (S. 45), L. 2007, enacted May 5, 2008, and effective July 1, 2008).
Virginia	Not specified.
Washington	Private and public employers: Yes. (Wash RevCode, Sec. 49.28.120).
West Virginia	Private and public employers: Yes, unless 3 hours nonworking time available to vote or employee fails to vote (WV CodeAnn, Sec. 3-1-42).
Wisconsin	Private and public employers: No (Wis Stat, Sec. 6.76). Election officials: Yes, for scheduled work hours that occur during the time period the employee is serving as an election official, except public employees on paid leaves of absence must certify amounts received for election service to be deducted from pay earned for scheduled working hours while on such leave (Wis Stat, Sec. 7.33).
Wyoming	Private and public employers: Yes, if vote is cast (Wyo StatAnn, Sec. 22-2-111).

State	Must Employee Apply?
Federal	No provisions.
Alabama	<p>Private and public employers: Employees are to provide reasonable notice to the employer (Ala Code Sec. 17-1-5, added by Act 545 (H.B. 141), L. 2006, effective April 25, 2006).</p> <p>Election officials: Election officials must supply employers with documentation of the appointment as an election official and with dates of required service at least 7 days before the expected absence is to occur (Ala Code, Sec. 17-8-13).</p>
Alaska	No provisions.
Arizona	Private and public employers: Yes (Ariz RevStatAnn, Sec. 16-402).
Arkansas	No provisions.
California	Private and public employers: Yes, 2 work days before election (Cal ElecCode, Sec. 14000). Employers must post a notice of the right to a time off to vote not less than 10 days before every statewide election (Cal ElecCode, Sec. 14001).
Colorado	Private and public employers: Yes, prior to voting day (Colo RevStat, Sec. 1-7-102).
Connecticut	Connecticut does not have a voting leave law.
Delaware	Delaware does not have a voting leave law of general application.
District of Columbia	The District of Columbia does not have a voting leave law.
Florida	No provisions.
Georgia	Private and public employers: Yes (Ga CodeAnn, Sec. 21-2-404).
Hawaii	No provisions.
Idaho	Idaho does not have a voting leave law.
Illinois	Private and public employers: Yes, before voting day (10 ILCS 5/7-42 and 10 ILCS 5/17-15).
Indiana	Indiana does not have a voting leave law.
Iowa	Private and public employers: Yes, in writing before election day (Iowa Code, Sec. 49.109).
Kansas	No provisions.
Kentucky	Private and public employers: Yes, prior to voting day (Ky RevStatAnn, Sec. 118.035).
Louisiana	Louisiana does not have a voting leave law.
Maine	Maine does not have a voting leave law.
Maryland	No provisions.
Massachusetts	Manufacturing, mechanical or mercantile employers: Yes (Mass GenLaws, Ch. 149, Sec. 178).
Michigan	Michigan does not have a voting leave law.
Minnesota	No provisions.
Mississippi	Mississippi does not have a voting leave law.
Missouri	Private and public employers: Yes, prior to election day (Mo RevStat, Sec. 115.639).
Montana	Montana does not have a voting leave law.

Nebraska	Private and public employers: Yes, prior to election day (Neb RevStatAnn, Sec. 32-922). Election officials: Yes, reasonable notice (waived if appointed on day of election to fill vacancies as judges or clerks of election) (Neb RevStatAnn, Sec. 32-241).
Nevada	Private and public employers: Yes, prior to election day (Nev RevStat, Sec. 293.463).
New Hampshire	New Hampshire does not have a voting leave law.
New Jersey	New Jersey does not have a voting leave law.
New Mexico	No provisions.
New York	Private and public employers: Yes, 2-10 work days prior to election day. Employer must post notice of law not less than 10 days before each election, which must remain posted until polls close on election day (NY ElecLaw, Sec. 3-110).
North Carolina	Election officials are to give the employer at least 30 days' written notice before the date leave is to begin to serve as a precinct official on election day or canvass day (NC GenStat, Sec. 163-41.2).
North Dakota	No provisions.
Ohio	No provisions.
Oklahoma	Private and public employers: Yes, prior to election day (Okla Stat, tit. 26, Sec. 7-101).
Oregon	Oregon does not have a voting leave law.
Pennsylvania	Pennsylvania does not have a voting leave law.
Puerto Rico	No provisions.
Rhode Island	Rhode Island does not have a voting leave law.
South Carolina	South Carolina does not have a voting leave law.
South Dakota	No provisions.
Tennessee	Private and public employers: Yes, prior to noon day before election day (Tenn CodeAnn, Sec. 2-1-106).
Texas	No provisions.
Utah	Private and public employers: Yes, prior to voting day (Utah CodeAnn, Sec. 20A-3-103).
Vermont	Private and public employers: Employees must give at least seven days advance notice to the employer. Such leave is subject to the essential operation of a business or state or local government entity, which would prevail in any instance of conflict (Vt StatAnn., Sec. 472b, added by Act 124 (S. 45), L. 2007, enacted May 5, 2008, and effective July 1, 2008).
Virginia	Election officers: Yes, reasonable notice must be given (Va CodeAnn., Sec. 24.2-118.1). Absentee voting: Employees who, in the regular and orderly course of business, will be at his or her workplace and commuting to and from his or her home to his or her place of work for 11 or more of the 13 hours that the polls are open and who are qualified to vote may apply to vote by means of absentee ballot. Applications are required for absentee voting, and employees must include name and address of the employer and the hours that he or she will be at the workplace on election day (Va CodeAnn., Sec. 24.2-700, 24.2-701).
Washington	No provisions.
West Virginia	Private and public employers: In writing 3 days before election (WV CodeAnn, Sec. 3-1-42).
Wisconsin	Private and public employers: Yes, prior to election day (Wis Stat, Sec. 6.76).

	Election officials: Yes, an election official must provide at least 7 days' notice of application for leave (Wis Stat, Sec.7.33).
Wyoming	No provisions.

State	May Employer Specify Hours?
Federal	No provisions.
Alabama	Private and public employers: Yes, the employer may specify the hours in which the employee may absent himself or herself in order to vote (Ala Code Sec. 17-1-5, added by Act 545 (H.B. 141), L. 2006, effective April 25, 2006).
Alaska	No provisions.
Arizona	Private and public employers: Yes (Ariz RevStatAnn, Sec. 16-402).
Arkansas	No provisions.
California	Private and public employers: At beginning or end of shift or as mutually agreed (Cal ElecCode, Sec. 14000).
Colorado	Private and public employers: Yes, at beginning or end of shift on employee request (Colo RevStat, Sec. 1-7-102).
Connecticut	Connecticut does not have a voting leave law.
Delaware	Delaware does not have a voting leave law of general application.
District of Columbia	The District of Columbia does not have a voting leave law.
Florida	No provisions.
Georgia	Private and public employers: Yes (Ga CodeAnn, Sec. 21-2-404).
Hawaii	No provisions.
Idaho	Idaho does not have a voting leave law.
Illinois	Private and public employers: Yes (10 ILCS 5/7-42 and 10 ILCS 5/17-15).
Indiana	Indiana does not have a voting leave law.
Iowa	Private and public employers: Yes (Iowa Code, Sec. 49.109).
Kansas	Private and public employers: Yes; may not include regular lunch period (Kan StatAnn, Sec. 25-418).
Kentucky	Private and public employers: Yes (Ky RevStatAnn, Sec. 118.035).
Louisiana	Louisiana does not have a voting leave law.
Maine	Maine does not have a voting leave law.
Maryland	No provisions.
Massachusetts	No provisions.
Michigan	Michigan does not have a voting leave law.
Minnesota	No provisions.
Mississippi	Mississippi does not have a voting leave law.
Missouri	Private and public employers: Yes (Mo RevStat, Sec. 115.639).
Montana	Montana does not have a voting leave law.
Nebraska	Private and public employers: Yes (Neb RevStatAnn, Sec. 32-922).
Nevada	Private and public employers: Yes (Nev RevStat, Sec. 293.463).
New Hampshire	New Hampshire does not have a voting leave law.
New Jersey	New Jersey does not have a voting leave law.

New Mexico	Private and public employers: Yes (NM StatAnn, Sec. 1-12-42).
New York	Private and public employers: Yes, at beginning or end of shift, unless mutually agreed otherwise (NY ElecLaw, Sec. 3-110).
North Carolina	Not specified.
North Dakota	No provisions.
Ohio	No provisions.
Oklahoma	Private and public employers: Yes (Okla Stat, tit. 26, Sec. 7-101).
Oregon	Oregon does not have a voting leave law.
Pennsylvania	Pennsylvania does not have a voting leave law.
Puerto Rico	Continuous operation firms: Employers must schedule shifts on election days that allow employees to vote during poll hours from 8:00 a.m. to 3:00 p.m. (PR LawsAnn, Sec. 3237).
Rhode Island	Rhode Island does not have a voting leave law.
South Carolina	South Carolina does not have a voting leave law.
South Dakota	Private and public employers: Yes (SD CodifiedLaws, Sec. 12-3-5).
Tennessee	Private and public employers: Yes (Tenn CodeAnn, Sec. 2-1-106).
Texas	Private and public employers: No provisions; however, the Attorney General has construed law as giving employers the right to designate hours, provided sufficient time is allowed.
Utah	Private and public employers: Yes, although employee may request beginning or end of shift (Utah CodeAnn, Sec. 20A-3-103).
Vermont	Not specified, but must allow, subject to the essential operation of the business or entity of state or local government, employees to take time off to attend his or her annual town meeting (Vt StatAnn., Sec. 472b, added by Act 124 (S. 45), L. 2007, enacted May 5, 2008, and effective July 1, 2008).
Virginia	Not specified.
Washington	Private and public employers: Yes. Employer is to arrange working hours of employees on election day to give a reasonable time, up to 2 hours, when polls are open; If work schedule does not give the employee 2 free hours, not including meal or rest periods, the employer must permit the employee to take a reasonable time up to 2 hours in order to vote (Wash RevCode, Sec. 49.28.120).
West Virginia	Private and public employers: Employer may schedule voting leave in essential government, health, hospital, transportation, communication services, and in production, manufacturing and processing works requiring continuity of operations (WV Code, Sec. 3-1-42).
Wisconsin	Private and public employers: Yes (Wis Stat, Sec. 6.76).
Wyoming	Private and public employers: Yes, exclusive of meal times (Wyo StatAnn, Sec. 22-2-111).

State	Prohibited Acts
Federal	Interference with a person or any class of persons from voting or qualifying to vote, qualifying or campaigning as a candidate for elective office, or qualifying or acting as a poll watcher, or any legally authorized election official, in any primary, special or general election is prohibited (18 USC Section 245).
Alabama	Employers, including any officer or agent of a corporation or other person with authority to discharge, are prohibited from attempting to influence an employee's vote in any election, through means of coercion, intimidation, threats of discharge, or by reducing pay. Employers are also prohibited from requiring or demanding an examination or inspection of an employee's ballot (Ala Code, Sections 17-17-44 and 17-17-45, added by Act 570 (H.B. 100), L. 2006, effective January 1, 2007).
Alaska	Refusing to allow an employee to take time off to vote or deducting the time off from wages is a violation, unless the employee had sufficient time off to vote (2 hours) (Alaska Stat, Sec. 15.56.100).
Arizona	Employers can not refuse an employee the right to take time off to vote on election day, or subject the employee to a penalty or reduction in wages (Ariz RevStatAnn., Sec. 16-402). In addition, employers are prohibited from intimidating employees with regard to their political activities or how they vote; Employers can not, through enclosures in the employee's pay envelope, or by means of handbills or placards within 90 days of an election, or by threat of violence, influence the employee's political opinions, views or actions (Ariz RevStatAnn, Sections 16-1012 and 16-1013).
Arkansas	Employers are prohibited from refusing or failing to comply with Arkansas law providing time off to vote on election day (Ark CodeAnn., Sec. 7-1-102).
California	No employer may adopt and enforce a rule, regulation or policy to prevent, control or direct an employee's participation in politics or from becoming a candidate for public office. Further, no employer may coerce or influence employees through threat of discharge or loss of employment to adopt or follow or refrain from a particular political action or activity (Cal LabCode, Sections 1101 and 1102).
Colorado	It is unlawful for any employer to in any manner control the actions of employees in casting a vote for any person or measure; to refuse an employee the right to take time off in order to vote or to subject the employee to any penalty or wage reduction because of taking time off to vote; to enclose employee pay in a pay envelope upon which is written or printed any political mottoes, devices or arguments containing threats intended to calculate or influence an employee's political opinions, views, or actions; or to exhibit any handbill, notice, or placard, within 90 days of an election, intended to influence an employee's political opinion or actions, by threatening closure, work stoppage, wage reduction or other threats; Each such action is a misdemeanor offense (Colo RevStat, Sec. 1-13-719).
Connecticut	No employer may, at or within 60 days prior to any election, municipal meeting, school district election or school district meeting, attempt to influence the vote of any employee by threats of withholding employment or by promises of employment (Conn GenStat, Sec. 9-365).
Delaware	Employers are not to deprive employees of employment or otherwise threaten or coerce an employee because the employee uses accrued vacation time the employee has available to serve as an election officer on election day, provided the employee is not in a critical need position. A critical need position is defined as one in the field of public safety, corrections, transportation, health care, utilities, a small business employing 20 or less employees total or is otherwise in a necessary position for the business or industry to be in service or operation on election day (Del Code, Sec. 4709).
District of Columbia	The District of Columbia does not have a voting leave law.

Florida	An employer can not discharge or threaten to discharge any employee for voting or not voting in any election for a particular candidate or measure (FlaStat, Secs. 104.081).
Georgia	No provisions specific to employer. Interference with primaries and elections, generally, and intimidation of voters is prohibited under Georgia Code Ann., Sections 21-2-566 and 21-567.
Hawaii	Employers are prohibited from refusing to allow an employee to take time off to vote or subjecting an employee to a penalty or deduction of wages because of the exercise of time off to vote (Haw RevStat, Sec. 11-95).
Idaho	No provisions.
Illinois	No person or corporation may refuse an employee the right to take time off to vote or subject the employee to a penalty or reduction in wages because the employee takes time such time off to vote (10 ILCS 5/17-15).
Indiana	Employers are prohibited from influencing employees in the choice of a particular candidate, ticket or public question or from otherwise influencing the employee's political opinions or actions. An employer who includes in or on employee pay envelopes any motto, device or argument intended to influence employee political opinions or actions; or exhibits in the workplace a handbill or placard that contains a threat, notice or information that if a particular ticket, candidate or public question is elected, approved, or defeated that work will stop, or the business will close, or that employee wages will be reduced, or otherwise intended or calculated to influence political opinions or actions of employees commits a Class D felony (Ind Code, Sec. 3-14-3-21).
Iowa	If the employer willfully denies an employee the right to take time off to vote or subjects the employee to a penalty or reduction of wages because of exercising the right to take time off to vote it is considered a crime of election misconduct in the fourth degree, a simple misdemeanor offense (Iowa Code, Sec. 39A.5).
Kansas	An employer who intentionally obstructs an employee's right to vote or who imposes a penalty upon an employee exercising his or her right to vote commits a Class A misdemeanor offense (Kan StatAnn, Sec. 25-418).
Kentucky	No person shall be penalized or subject to disciplinary action for taking a reasonable time off to vote, unless the employee, under circumstances that did not prohibit him or her from voting, exercises such right to voting leave but fails to vote. Election officers who take off on election day to serve as an election officer can not be refused the right to serve, or be subject to any penalty, discharge, or threat of discharge for exercising such right (Ky RevStatAnn, Sec.118.035).
Louisiana	Employers are prohibited from interfering with employees' right to vote. An employer having 20 or more employees regularly in his or her employ can not make, adopt, or enforce any rule, regulation or policy forbidding or preventing any employee from engaging in or participating in politics or from becoming a candidate for public office; or controlling or directing employees' political activities or affiliations; or coerce or influence an employee by threat of discharge or loss of employment because the employee supports or becomes affiliated with any particular political fraction or association, or participates in political activities of any nature. In addition, no planter, manager, overseer or other employer of laborers may discharge a laborer based on the laborer's political opinions, nor may such employer attempt to control the laborer's right to vote by any contract or agreement (La RevStat, Sections 23:961 and 23:962).
Maine	Employer not specified, but it is prohibited to interfere with a voter attempting to cast a vote or to influence a voter in marking the voter's ballot (Maine RevStat, Sec. 674).
Maryland	Employers are prohibited from influencing the votes of their employees through use of such means as marking on or enclosing in an employee's pay envelope a political motto, device, or argument that contain express or implied threats with the intent to influence the employee's political opinions or actions or by exhibiting in the workplace, within 90 days of

	an election, a threat, notice, or information that on the election of or defeat of a particular ticket or candidate that work will cease, the workplace will close, or that employee wages will be reduced, or by any other threat, expressed or implied, intended to influence the political actions or opinions of employees (Md CodeAnn, ElecLaw, Section 13-602).
Massachusetts	No provisions.
Michigan	Employers can not, directly or indirectly, discharge or threaten to discharge an employee for the purpose of influencing that person's vote at an election (Mich CompLaws, Sec. 168.931(d)).
Minnesota	A person can not use or threaten force, violence, restraint, damage, harm, loss, including loss of employment or economic reprisal, undue influence, or temporal or spiritual injury against an individual to compel the person to vote for or against a candidate or ballot question. A person's right to vote can not be obstructed or prevented by such means as abduction, duress, or fraud (Minn Stat, Sec. 211B.07). A public employee or official can not use official authority or influence to compel a person to become a member of a political organization, to pay a political contribution, or take part in political activity; A political subdivision can not impose or enforce additional limitations on the political activities of its employees (Minn Stat, Sec. 211B.09).
Mississippi	Private and public employers: Employers are prohibited from interfering with an employee's right to vote. An employer is prohibited from directing or coercing an employee to vote or not vote for a particular person in any election, or to discharge or threaten to discharge an employee, or to increase or decrease salary or wages, or otherwise promote or demote an employee, because of the employee's vote or failure to vote for any particular candidate or group of candidates. An employer is also prohibited from making any statement or circulating any report or statement intended to intimidate or influence or coerce the employee as to his or her vote; If any such statement is circulated, it is the employer's duty to publicly repudiate it. Employees are prohibited from canvassing for or against a candidate during working hours when being paid by the employer and are also prohibited from participating in election campaigns at the employer's expense, except for the necessary time to cast a vote (Miss CodeAnn, Sec. 23-15-871). With certain exceptions, a person can not promote his or her own candidacy or that of another person by promise of securing or assisting in securing a public position or employment, any public contract or employment under a public contractor, or expenditure of any public funds; It is unlawful for any person to solicit or receive any promise of such employment, contract or funds. This restriction does not apply to a sheriff, chancery clerk, circuit clerk, or any other person of the state or county when it comes to their office force (Miss CodeAnn, Sec. 23-15-873).
Missouri	Employers can not discharge or threaten to discharge an employee or subject an employee to any penalty or discipline or deduction of wages or salary because the employee exercises his or her right to take time off to vote, as provided for under law (Mo RevStat, Sec. 115.639). An employer can not, by any order, rule or regulation, or any other device or method, prevent an employee from engaging in political activities; accepting candidacy for nomination to, election to, or the holding of political office; holding a position as a member of a political committee; soliciting or receiving funds for political purpose; acting as chairman or participating in a political convention; assuming the conduct of any political campaign; or signing or subscribing his or her name to any initiative, referendum, or recall position, or any petition circulated pursuant to law (Mo RevStat, Sec. 115.637(6)). It is unlawful to promise employment or any other thing of value to a voter in order to convince the voter to vote or to refrain from voting in any election. It is also unlawful to influence another person in order to induce or compel the person to vote or refrain from voting at any election (Mo RevStat, Sec. 115.635).
Montana	Employers in Montana are prohibited from attempting to influence employees' political opinions or actions by including with their pay the name of a particular candidate or any political mottoes, devices or arguments containing threats or promises. It is also unlawful

	<p>for an employer to exhibit any handbill or placard containing any threat, promise, notice, or information that indicates, if any particular ticket or political party, organization, or candidate is elected: work will stop or will be continued or increased; the employer's establishment will close; the salaries or wages of workers will be reduced or increased; or any other threat or promise intended to influence the employee's political opinions or actions. A person may not coerce, command, or require a public employee to support or oppose any political committee, nomination or election of any person to public office, or the passage of any ballot issue. A public employee may not solicit support for or opposition to any political committee, nomination or election of a person to public office or passage of a ballot issue while on the job or at the place of employment; However, this does not restrict a public employee's right to perform activities incidental to another activity required or authorized by law or to express personal political views (Mont Code, Sec. 13-35-226), A corporation may not increase the salary of any officer or employee, or give any emolument to any officer or employee, with the intent that such increase or emolument, or any part of such, would be contributed to support or oppose a candidate or ballot issue (Mont Code, Sec. 13-35-228).</p>
Nebraska	<p>Employers are prohibited from coercing employees in their voting or in any other political action at any caucus, convention or election. Employers are also prohibited from attempting to influence the political actions of employees by threat of discharge, or threat of the business closing, if, at any election: any issue on the ballot is passed or defeated; any candidate for public office is elected or defeated; or in the event of the success or defeat of any political party (Neb RevStat, Sec. 32-1537).</p> <p>Employers are prohibited from discharging or coercing employees or other penalty because the employee serves as an election official (precinct or district inspector or a judge or clerk of election). Violators who threaten or attempt to discharge or coerce election officials are subject to a fine of \$500 upon conviction; Employers who discharge election officials or who dock pay, benefits, leave or other penalty because of service can be found guilty of a Class III felony (Neb RevStat, Sec. 32-1517).</p>
Nevada	<p>It is unlawful for any person to influence an employee's voting, in connection with any election or petition, through threat of violence, coercion, restraint, or force, loss of property, or other means, in order to compel a person to vote or refrain from voting or to vote or refrain from voting for any candidate or on any question. Employers are prohibited from discharging an employee or from changing the place of employment of any employee with the intent to impede or prevent the employee's right to vote (Nev RevStat, Sec. 293.710). Employers can not by rule or regulation prevent or prohibit employees from participating in political activities, including running for public office within the state (Nev RevStat, Sec. 613.040).</p>
New Hampshire	<p>Employer not specified, but New Hampshire law provides that no person may use or threaten force, violence or any tactic of coercion, to induce or compel the person from voting or not voting for any particular candidate or ballot measure or refrain from registering to vote (NH RevStat, Sec. 659:40, as amended by Ch. 119 (H.B. 1508), L. 2008, effective July 1, 2008).</p>
New Jersey	<p>Employers are prohibited from influencing, intimidating, or interfering with an employee's right to freely vote in any election. Employers can not use or threaten force, violence or restraint, or inflict or threaten harm or loss of employment, or other influence, intimidation, or interference, in order to compel or induce an employee to vote or refrain from voting for any particular candidate at any election or because the employee has voted or refrained from voting for any particular candidate at an election (NJ RevStat, Sections 19:34-27, 19:34-28, 19:34-29). Also prohibited is the use of "pay envelopes" bearing the name of any candidate or political motto or containing threats to influence the political opinions of employees. Employers are also prohibited, within 90 days of an election, from putting up or exhibiting in the workplace any handbill or placard that contains any threat, notice or information that if a particular party, or organization, or candidate is elected, work will</p>

	<p>cease or the business will close; wages will be reduced; or any other threat, intended to calculate or influence the political opinions and actions of employees (NJ RevStat, Sec. 19:34-30).</p>
New Mexico	<p>Employers who refuse employees time off to vote as provided by law are guilty of a misdemeanor offense (NM StatAnn, Sec. 1-12-42).</p> <p>Coercion of voters is prohibited. Employers are prohibited from discharging or threatening to discharge an employee based on the employee's political opinions or beliefs or because of the employee's intent to vote or refrain from voting for any candidate, party, proposition, question or constitutional amendment (NM StatAnn, Sec. 1-20-13).</p>
New York	<p>Employers are prohibited from refusing to allow eligible employees to attend an election in order to vote or from subjecting the employee to a penalty or reduction of wages because of the such exercise of the right to vote. Violation of this law is a misdemeanor (NY ElecLaw, Sec. 17-118). An employer that promises employment or other thing of value -- or an employee that receives, agrees or contracts for employment or other thing of value -- based on the signing of a petition relating to a primary election commits a misdemeanor offense (NY ElecLaw, Sec. 17-122). Threats or use of violence, force or restraint, or infliction of injury, damage, harm or loss, or other form of intimidation to compel a person to vote or refrain from voting for or against any person or for or against any proposition submitted to voters at an election; or interference with the free exercise of the elective franchise by any voter; or paying employee wages or salary in "pay envelopes" that have written or printed on the envelope or included in the envelope a political motto, device or argument containing threats intended to influence the political opinions or actions of employees; or exhibiting in the workplace, within 90 days of an election, any handbill or placard containing any threat, notice or information that if a particular ticket or candidate is elected or defeated that work will cease, or the place of business will close, or that wages will be reduced, or other threats, intended or calculated to influence employees' political opinions or actions are misdemeanor offenses and corporations also risk forfeit of charter (NY ElecLaw, Sec. 17-150).</p> <p>Unless otherwise provided by law, it is unlawful for an employer or employment agency to refuse to hire, employ or license, or to discharge from employment or otherwise discriminate against an individual in compensation, promotion or terms, conditions or privileges of employment because of the employee's legal political activities that take place outside of working hours and off of the employer's premise and without use of employer equipment or other property; Exceptions apply (NY Labor Law, Sec. 201-d).</p>
North Carolina	<p>Employees are protected in exercising their right to vote. Employers are prohibited from discharging or threatening to discharge an employee because such employee exercised the right to vote, or not vote, in any primary or general election (NC GenStat, Sec. 163-274). State and local government officers and employees are prohibited from discharging, threatening discharge, causing to be discharged or otherwise intimidating or oppressing a public employee because of the employee's voting or voting of the employee's family member, by threat, intimidation, or declaration that the employee's position or salary will be impacted by the way in which the employee or the employee's family votes or fails to vote at any primary or general election (NC GenStat, Sec. 163-271). No employer may discharge or demote an employee because the employee has been appointed as a precinct official and is serving as a precinct official on election day or canvass day; This provision does not apply unless the employee has given the employer at least 30 days' written notice before the date the leave is to begin (NC GenStat, Sec. 163-41.2).</p>
North Dakota	<p>Employer not specified. North Dakota law prohibits injury, intimidation, or interference with another, by force or threat of force or economic coercion, because of that person's voting, or in order to prevent that person from voting, for any candidate or issue, or for qualifying to vote or campaigning as a candidate for elective office, or acting as a pollwatcher or other</p>

	election official, in any primary, special, or general election (ND CentCode, Sections 12.1-14-02). Promising, giving or offering something of value to another as consideration for a person's voting or withholding of a vote, for or against any candidate or issue, or other obstruction or interference with voting is prohibited (ND CentCode, Sec. 12.1-14-03).
Ohio	Employers are prohibited from influencing the political actions of employees. Employers are prohibited from printing or authorizing to be printed on any pay envelopes any statement intended or calculated to influence the political actions of employees. Employers are also prohibited from posting or exhibiting in the workplace any posters, placards, or handbills containing any threat, notice, or information that if any particular candidate is elected or defeated that work will cease, or other threats intended to influence the political opinions or votes of employees. (Ohio RevCodeAnn, Sec. 3599.05).
Oklahoma	Employers who fail to comply with state law allowing time off to vote are guilty of a misdemeanor (Okla Stat., tit. 26, Sec. 7-101). Although employer is not specified, Oklahoma law prohibits anyone from interfering with a registered voter who is attempting to vote, or from influencing a voter by using force or intimidation, or from interfering with the orderly and lawful conduct of an election; Such interference or influence is a misdemeanor. Oklahoma law also prohibits the use of bribes, by soliciting, offering or accepting something of value with the intent to influence voters; Offering or taking a bribe is a felony offense (Okla stat, tit. 26, Sections 16-106 and 16-113).
Oregon	No one may accept employment with the understanding or agreement that the person will contribute any of the compensation to be received to or on behalf of a candidate or political committee in support of the nomination or election of the candidate or in support of or in opposition to a measure (Or RevStat, Sec. 260.422). No one may require a public employee to, and a public employee is prohibited from, soliciting money, influence, service, or thing of value, or from other certain political activities while on the job during working hours. Each public employer must post in a conspicuous place a printed or typewritten notice summarizing public employee political activity restrictions (Or RevStat, Sec. 260.432). No person may subject a person to undue influence, by means or threat of force, violence, restraint, inflicting of injury, damage, harm, loss of employment, or by promise or giving of money, employment or other thing of value, in order to induce a person to: vote or refrain from voting or registering to vote; refrain from or cease being a candidate; contribute or refrain from contributing to any candidate, political party or political committee, or render or refrain from rendering services to same; challenge or refrain from challenging a person offering to vote; or apply or refrain from applying for an absentee ballot (Or RevStat, Sec. 260.665).
Pennsylvania	Employers are prohibited from directly or indirectly influencing the political opinions or action of employees. Threats, violence, intimidation or coercion to compel a person to vote or to refrain from voting at any election or for any person or question is prohibited, as is preventing a person from voting. Further, employers may not write on any pay envelope of an employee any political motto, threats, or other influence, or make use of handbills or placards or other exhibits in the workplace within 90 days of an election threatening to reduce wages, shut down operations or other such influence on an employee's voting (Pa StatAnn, tit. 25, Sec. 3547). Bribery, influence, intimidation, promise of employment or threat of discharge regarding a person's voting for or against a candidate or constitutional amendment or other question at any primary or election is a felony of the third degree (Pa StatAnn., tit. 25, Sec. 3539).
Puerto Rico	Employers are prohibited from preventing employees who are registered voters from voting in a general election, referendum of general interest, or a plebiscite (PR LawsAnn, Sec. 3204). Employers are prohibited from using coercion, intimidation or threats to dismiss a worker or to reduce the wages of any worker in order to influence an employee's voting. Employers are also prohibited from refusing to employ an individual in order to influence

	<p>voting. Further, the employer is prohibited from demanding that a worker exhibit the ballot for examination by the employer or by any other person representing the employer (PR LawsAnn., Sections 131 and 132). Employers can not, 3 months prior to or after an election, direct or promote any sort of proceedings for the purpose of ousting an employee from his or her home based on his or her political opinions, where the employee has occupied lands or land owned by the employer; Violation is a misdemeanor offense (PR LawsAnn, Sec. 133). Blacklisting an employee because of political opinions, in order to keep the employee from obtaining work elsewhere, is a misdemeanor offense (PR LawsAnn, Sec. 134).</p>
Rhode Island	<p>Employers are prohibited from influencing an employee's vote or political opinions. Employers can not, when making a wage payment within 90 days of a general election, use "pay envelopes" upon which is written or printed, or in which is inserted: a notice or information that the place of business will be closed or operations will cease or wages will be reduced if a particular ticket or candidate is elected or defeated; or any political motto, device or argument containing threats intended or calculated to influence employees' political opinions or actions. Employers are also prohibited from exhibiting in the place of business any handbill or placard containing any notice or information or threat intended to influence employees' political opinions or actions (RI GenLaws, Sec. 17-23-6).</p>
South Carolina	<p>Employer not specified, but South Carolina law prohibits the use of or acceptance of bribes to control voting on a particular candidate or measure at an election (SC CodeAnn, Sec. 7-25-50 and 7-25-60). It is unlawful, by threats or other forms of intimidation, to procure, offer, or promise to procure another to vote for or against a particular candidate in any election (SC CodeAnn, Sec. 7-25-70). Anyone who, at any election, threatens, mistreats or abuses a voter in order to control or intimidate the person in his or her free exercise of the right to vote, commits a felony offense (SC CodeAnn., Sec. 7-25-80). Also, it is unlawful for a person to assault or intimidate a citizen, discharge a citizen from employment or occupation, or eject a citizen from a rented house, land, or other property because of political opinions or the exercise of political rights and privileges (SC CodeAnn, Sec.16-17-560).</p>
South Dakota	<p>Employers who refuse employees right to take time off to vote as specified under the state's time off to vote law, or who subjects an employee to a penalty or reduction of wages under this law, or indirectly violates the law, is guilty of a misdemeanor (SD CodifiedLaws, Sec. 12-3-5). It is prohibited for an employer, in paying employees, to include pay in "pay envelopes" upon which there is written any political mottoes, devices or arguments containing threats or calculated to influence political opinions or actions of employees. It is also prohibited for an employer, within 90 days of a general election, to exhibit in the workplace a handbill or placard containing any threats, notice, or information that if a particular ticket or candidate is elected, work will cease, or the business will close, or wages of workers will be reduced, or other threats, intended or calculated to influence the political opinions or actions of employees in voting. Such violations are Class 2 misdemeanors (SD Codified Laws, Sec.12-26-13). Anyone (employer not specified) who bribes a voter, by offering money, contributions or other consideration, promising employment or other advantages in employment, or makes any gift, loan, promise, offer or agreement, in order to influence voting commits a Class 2 misdemeanor (SD Codified Laws, Sec. 12-26-15).</p>
Tennessee	<p>Employers are prohibited from coercing or directing employees to vote for any measure, party, or candidate for office, and it is unlawful for anyone who is a candidate to threaten an employee with discharge because of how they choose to vote. Employers are also prohibited from discharging an employee because the employee exercises or fails to exercise the right to vote, and employers are prohibited from giving out or circulating any statement or report meant to intimidate or coerce an employee's voting. Violation of this law is a Class C misdemeanor (Tenn CodeAnn, Sec. 2-19-134). Employers are prohibited from, within 90 days of an election or primary, exhibiting or displaying in the workplace any handbill, notice or placard that contains any threat, notice, or information that if a particular</p>

	<p>ticket or candidate is or is not elected, then work will cease, or that the wages or the number of workers will be reduced, or other threats to influence the political opinions or actions of employees. Violation of this law is a Class C misdemeanor (Tenn CodeAnn., Sec. 2-19-135).</p>
Texas	<p>Employers who violate the time off to vote provision, by refusing time off where qualified or by penalizing the employee for visiting the polls on election day to vote, commit an Class C misdemeanor offense (Tex ElecCodeAnn., Sec. 276.004).</p> <p>A person who has authority over another in the scope of employment who retaliates against that person in their voting by subjecting or threatening a loss or reduction of wages or other benefit of employment because the employee voted for or against a candidate or measure or refused to reveal how he or she voted commits a third degree felony offense. Harming or threatening to harm a voter by an unlawful act in retaliation against a voter is a third degree felony offense (Tex ElecCodeAnn, Sec. 276.001).</p>
Utah	<p>Employers are prohibited from unduly influencing employee voting. Employers are prohibited from using force, violence or restraint, or other forms of intimidation to control how a person votes in an election, or to use any forcible or fraudulent device or contrivance to impede, prevent, or otherwise interfere with the free exercise of the person's right to vote. It is unlawful to enclose an employer's wages or salary in envelopes upon which is printed or written any political mottoes, devices, or arguments that contain threats intended or calculated to influence the political opinion, views or actions of employees. It is also prohibited, within 90 days of any election, to put up or otherwise exhibit in the workplace any handbill, notice, or placard containing any threat, notice or information that if a particular ticket or candidate is or is not elected: work will cease; the establishment will be closed; wages will be reduced; or other threats intended or calculated to influence the political opinions or actions of employees (Utah CodeAnn, Sec. 20A-3-502). Corporations and their officers or agents can not influence or attempt to influence, induce, or compel by force, violence or restraint, or inflict or threaten to inflict any injury, damage, harm, or loss, or discharge from employment or promote in employment, or intimidate, or any other matter, any employee to vote or refrain from voting at any election, or to vote or refrain from voting for any particular person or measure at an election. Corporations or officers that so influence employee voting commit a class B misdemeanor and are subject to forfeit of charter and right to do business in Utah (Utah CodeAnn., Sec. 20A-3-503).</p>
Vermont	<p>Private and public employers are prohibited from discharging or retaliating against an employee for exercising the right to attend his or her annual town meeting (Vt StatAnn, Sec. 472b, added by Act 124 (S. 45), L. 2007, enacted May 5, 2008, and effective July 1, 2008).</p> <p>Employer not specified, but it is prohibited for anyone to influences a person's voting by use of bribery or threats or any undue influence to dictate, control or alter a vote (Vt StatAnn, Sec. 2017).</p>
Virginia	<p>Election officers: Employers are prohibited from discharging employees who service as officers of election and also can not take any adverse personnel action against such employees, or require the employee to use sick leave or vacation time, for such absence, provided the employee gave reasonable notice to the employer of such service. Election officers who serve for 4 or more hours, including travel time, on their day of service can not be required to start any workshift that begins on or after 5:00 p.m. on the day of service or begins before 3:00 a.m. on the day following the day of service. Employers who violate the provisions of this section commit a Class 3 misdemeanor offense (Va CodeAnn., Sec. 24.2-118.1).</p> <p>Employer not specified, but Virginia law provides that it is a Class 1 misdemeanor for any person to hinder, intimidate or interfere with any qualified voter in his or her voting. Also, use of threats, bribes, or other unlawful means, in order to influence a person in voting is a</p>

	Class 1 misdemeanor offense (Va CodeAnn., Sections 24.2-607 and 24.2-1005).
Washington	Not specified.
West Virginia	Employers and corporations are prohibited from influencing employees' political views or actions. Corporations and employers are prohibited from violating time off to vote provisions, and are also prohibited from preventing or attempt to prevent a voter from attending an election, or from exercising his or her free right to vote, or from depriving employment or threatening discharge from employment, because the employee casts or refuses to cast his or her vote (WV Code, Sec. 3-9-20). Corporations are prohibited from offering money or any other thing of value in order to expressly advocate the election or defeat of a clearly identified candidate for a state or local office (WV Code, Sec. 3-9-14, as last amended by Ch. 13 (H.B. 219), L. 2008, effective October 1, 2008). Employers who print upon any pay envelope or who distribute any statement intended to influence the political actions of employees for any candidate for public office, or who post or exhibit in the workplace any poster, placard, or handbill, or who delivers verbally, any message to employees that contains any threat, notice or information that if a candidate is elected or defeated work will cease, or other threats, to influence the political opinions or votes of employees are guilty of corrupt practices (WV Code, Sec. 3-9-15). Political contributions by corporations or their agents are generally prohibited, with exception to contributions solicited through officers, agents or persons acting on behalf of the corporation made to a segregated fund for political purposes; It is also prohibited for a corporation to engage in job discrimination, to discriminate in job promotion, or to transfer an employee because of an employee's failure to make a contribution to a separate segregated fund (WV Code, Sec. 3-8-8).
Wisconsin	No employer may refuse an employee the privilege of taking time off to vote or impose any penalty. No employer may refuse to allow an employee to take time off to serve as an election official or make any threats or inducement to prevent the employee from serving. Employers can not distribute any printed matter containing any threat, notice or information that if a particular party or organization or candidate is elected or any referendum question is adopted or rejected that work will cease, or the place of business will close, or the salaries or wages of employees will be reduced, or other threats intended to influence the political actions or opinions of employees. No person may cause a person to make a contribution or provide any service or thing of value to or for the benefit of a candidate, political party or registrant with the purpose of influencing the nomination or election of a candidate or a passage or defeat of a referendum, by means of denial or threat of denial of employment, position of work, or by means of discharge, demotion or disciplinary action; This does not apply to employment by a candidate, political party or other registrant in connection with a campaign or political party activities (Wis Stat, Sec. 12.07). No person may threaten to discharge a person from employment or threaten to reduce wages or promise to give employment at higher wages to a person to influence a voter to give or withhold his or her vote at an election (Wis Stat, Sec. 103.18).
Wyoming	Employers are prohibited from interfering with the political rights of employees or controlling an employee's voting. Employers can not make, adopt, or enforce any rule, regulation or policy that prevents or forbids a person from becoming a candidate for public office or for a position on any public board or commission; for discharging the employee because of such nomination or election; for causing or attempting to cause a candidate to withdraw or refuse nomination or election, by threatening loss of employment, business or patronage, or by making it a condition of employment, business or patronage that such candidacy or election not be accepted. Employers who interfere with the political rights of employees are guilty of a misdemeanor offense (Wyo StatAnn., Sections 22-26-112, 22-26-116, 22-26-117, 22-26-118).

State	Penalties
Federal	A person who intimidates or interferes with a person's protected right to vote or participate in certain specified lawful election activities is subject to a fine under Title 18 of the United States Code, or imprisonment of not more than one year, or both. If bodily injury results from unlawful acts that include the use or attempted use of a dangerous weapon, explosives, or fire, the punishment is a fine and/or imprisonment of up to 10 years or both. If death results from an unlawful act that includes kidnapping or attempt to kidnap, aggravated sexual abuse or attempt to commit aggravated sexual abuse, or an attempt to kill, the punishment is a fines and/or imprisonment for any term of years or for life or both and a person found guilty may be sentenced to death (18 U.S.C. Sec. 245).
Alabama	Influencing an employee's vote through means of coercion, intimidation, threat of discharge, or reducing pay is a Class B misdemeanor offense (Ala Code, Sections 17-17-44 and 17-17-45, added by Act 570 (H.B. 100), L. 2006, effective January 1, 2007). Penalty for a Class B misdemeanor offense is up to 6 months in the county jail or hard labor and/or a fine of up to \$3,000 (Ala Code, Sections 13A-5-7 and 13A-5-12).
Alaska	No provisions.
Arizona	Private and public employers: Fine up to \$750, jail up to 4 months; for enterprises, fine up to \$10,000 (Ariz RevStatAnn, Sections 16-402, 17-707, 13-802, and 13-803).
Arkansas	Private and public employers: Fine of \$25 to \$250 (Ark CodeAnn, Sec. 7-1-102).
California	Employers who unlawfully attempt to influence an employee's political actions or activities are guilty of a misdemeanor and subject to a fine of up to \$1,000 and/or imprisonment in county jail of up to 1 year and, in the case of a corporation, by a fine of up to \$5,000 (Cal LabCode, Section 1103).
Colorado	Private and public employers: Fine of up to \$1,000 and/or jail up to 1 year; corporations also face forfeiture of charter and right to do business in state
Connecticut	An employer who dismisses any employee because of how an employee votes at an election or meeting will be subject to a fine of \$100 to \$500 and/or imprisonment of up to 6 months (Conn GenStat, Sec. 9-365).
Delaware	An employer who deprives an employee of employment or threatens or otherwise coerces an employee because of leave to serve as an election officer is subject to a fine of up to \$500 or imprisonment for up to 6 months or both. Employees may also file a civil action, within 90 days of discharge, for reinstatement and recovery of lost wages (Del Code, Sec. 4709).
District of Columbia	The District of Columbia does not have a voting leave law.
Florida	Private and public employers: An employer who discharges or threatens to discharge an employee for voting or not voting for any candidate or measure in an election can be found guilty of a third degree felony. If convicted, violators are subject to a fine of up to \$5,000 and/or imprisonment of up to 5 years (Fla Stats, Sections 104.081, 775.082 and 775.083).
Georgia	Violation of Georgia's election law relating to elections and primaries (Chapter 2 of Title 21) is a misdemeanor offense, subject to a fine of \$100 to \$1,000, and/or jail up to 6 months and/or confinement in a county correctional facility for up to 12 months (Ga CodeAnn, Sections 21-2-598 and 21-2-599).
Hawaii	Private and public employers: Fine of \$50 to \$300 (Haw RevStat, Sec. 11-95).
Idaho	Idaho does not have a voting leave law.
Illinois	No provisions.
Indiana	Employers who violate Indiana law prohibiting influencing political opinions or actions of

	employees in the workplace commit a Class D felony and, if convicted, face a fine of up to \$10,000 and/or imprisonment for a term from 6 months to up to 3 years (Ind Code, Sections 35-50-2-1 and 35-50-2-7).
Iowa	Private and public employers: Simple misdemeanor; fine of \$65 to \$625 and/or jail up to 30 days (Iowa Code, Secs. 39A.5 and 903.1).
Kansas	Private and public employers: Fine up to \$2,500 and/or jail up to 1 year (Kan StatAnn, Sections 21-4502 and 21-4503a).
Kentucky	No provisions.
Louisiana	An individual who interferes with an employee's political rights and freedoms will be subject to a fine of \$100 to \$1,000 and/or imprisonment for not more than 6 months; and any firm, corporation or association who violates this law will be subject to a fine of \$500 to \$2,000 (La RevStat, Sec. 23:961). Any planter, manager, overseer or other employer of laborers who discharges such laborer because of the employee's political opinions, or who attempts to control the right to vote of such laborer by any contract or agreement, will be subject to a fine of \$100 to \$500 and/or imprisonment of not more than one year (La RevStat, Sec. 23:962).
Maine	Not specified.
Maryland	An employer who violates Maryland law that prohibits the employer from influencing employees' political actions or opinions is guilty of a misdemeanor offense and, upon conviction, subject to a fine of up to \$1,000 or 1 year imprisonment or both (Md CodeAnn, ElecLaw, Sec. 13-602).
Massachusetts	Manufacturing, mechanical or mercantile employers: Fine of up to \$500 (Mass GenLaws, Ch. 149, Sec. 180).
Michigan	An employer who influences an employee's vote at an election commits a misdemeanor offense and, if found guilty, is subject to a fine of up to \$500 or imprisonment of up to 90 days in the county jail or both (Mich CompLaws, Sec. 168.934).
Minnesota	Private and public employers: Fine up to \$1,000 and/or jail up to 90 days (Minn Stat, Sec. 204C.04).
Mississippi	Not specified.
Missouri	Private and public employers: Fine of up to \$2,500 and/or 1 year in jail (Mo RevStat, Sections 115.637(6) and 115.635).
Montana	Not specified.
Nebraska	Employers who unlawfully influence an employee's voting or political actions are guilty of a Class IV felony, and, if convicted, can be subject to a fine of up to \$10,000 or up to 5 years imprisonment or both (Neb RevStat, Sections 32-1537 and 28-105). Employers who threaten or attempt to discharge or coerce election officials are subject to a fine of \$500 upon conviction; Employers who discharge election officials or who dock pay, benefits, leave or other penalty because of service can be found guilty of a Class III felony (Neb RevStat, Sec. 32-1517).
Nevada	Private and public employers: Employers who violate the state's time off to vote law are subject to a fine up to \$1,000 and/or jail up to 6 months (Nev RevStat, Sec. 193.150). Employers who intimidate voters are guilty of a gross misdemeanor and, if convicted, face a fine of up to \$2,000 and/or imprisonment in the county jail for up to 1 year. In addition to any criminal penalty, violators of election-related offenses under Chapter 293 are also subject to a civil penalty of up to \$20,000 for each violation, recoverable through a civil action brought in the name of the State of Nevada by the Attorney General or by any district attorney in a court of competent jurisdiction (Nev RevStat, Sections 293.710, 293.840 and 193.140). Employers who prohibit or prevent an employee from participating

	in politics or becoming a candidate for public office are subject to a penalty of up to \$5,000 (Nev RevStat, Sec. 613.050).
New Hampshire	Not specified.
New Jersey	Employers who violate laws prohibiting influencing, intimidating or interfering with an employee's free exercise of right to vote will be guilty of a misdemeanor offense and any corporation violating such provisions would forfeit its charter (NJ RevStat, Sec. 19:34-31).
New Mexico	Private and public employers: Violators of New Mexico law allowing for time off to vote will be subject to a fine of \$50 to \$100 (NM StatAnn, Sec. 1-12-42). Employers who unlawfully coerce employees in their voting are guilty of a 4th degree felony and subject to 18 months imprisonment and a fine of up to \$5,000 (NM StatAnn., Sections 1-20-13 and 31-18-15).
New York	Private and public employers: Fine of \$100 to \$500 and/or jail up to 1 year (first offense). Corporations also face forfeiture of charter for influencing political actions and opinions of employees (NY ElecLaw, Secs. 17-118 and 17-166).
North Carolina	Not specified.
North Dakota	Intimidating or interfering with a person's free exercise of vote is a Class A misdemeanor, punishable by a fine of up to \$2,000 and/or imprisonment of up to 1 year (ND CentCode, Sec. 12.1-32-01). Corporations can be fined up to \$15,000 (ND CentCode, Sec. 12.1-32-01.1).
Ohio	Private and public employers: Discharge or threat of discharge prohibited; fine of \$50 to \$500 (Ohio RevCodeAnn, Sec. 3599.06). Employers who influence the political actions of employees are subject to a fine of \$500 to \$1,000 (Ohio RevCodeAnn., Sec. 3599.05).
Oklahoma	Private and public employers: Employers who violate Oklahoma's time off to vote law are subject to a fine of \$50 to \$100 (Okla Stat, tit. 26, Sec. 7-101). Individuals who interfere with or influence voters are guilty of a misdemeanor offense and subject to a fine of up to \$1,000 and/or 1 year confinement in the county jail (Okla Stat, tit. 26, Sec. 16-110). Individuals who offer or accept a bribe in relation to voting are guilty of a felony and subject to a fine of up to \$5,000 and/or imprisonment in the state penitentiary for up to 2 years (Okla Stat, tit. 26, Sec. 16-101).
Oregon	Persons who violate Oregon law prohibiting unduly influencing voting commit a Class C felony. In addition, the Attorney general or Secretary of State may impose a civil penalty of an election offense of up to \$250 for each violation (Or RevStat, Sections 260.993 and 260.995).
Pennsylvania	Employers who unlawfully influence the political opinions or actions of employees, through such means as threats, violence, intimidation or coercion, or who prevent a person from voting, are subject to a fine of up to \$5,000 or up to 2 years imprisonment or both (Pa StatAnn, tit. 25, Sec. 3547). A person who uses bribery or influences, intimidates, makes a promise employment or threatens discharge regarding a person's voting for or against a candidate or constitutional amendment or other question at any primary or election is a felony of the third degree, punishable by a fine of up to \$15,000 and/or imprisonment of up to 7 years (Pa StatAnn, tit. 25, Sec. 3539).
Puerto Rico	Employers who violate law prohibiting wage deductions, discharge, blacklisting, coercion or intimidation based on an employee's exercising of his or her right to vote are subject to a fine of \$500 to \$5,000 or imprisonment of 6 months to one year (PR Laws Ann., Sec. 135).
Rhode Island	Employers who improperly influence employee voting or political opinions are subject to a fine of \$1,000 to \$5,000 and/or imprisonment of up to 10 years; In addition, a corporation is subject to forfeit of its charter. Individuals convicted of improper influence of political opinion or voting forfeit that person's right of vote in any election or upon any proposition, or to hold any public office (RI GenLaws, Sections 17-23-6 and 17-26-1).

South Carolina	Bribery of voters is a felony offense and, upon conviction, a violator is subject to a fine of \$100 to \$500 and/or imprisonment up to 5 years for a first offense, and a fine of fine of \$500 to \$5,000 and imprisonment of up to 10 years for a second or subsequent offense (SC CodeAnn, Sec. 7-25-50). A person who uses threats or other forms of intimidation to influence a voter to vote for or against a particular candidate in an election commits a misdemeanor offense and is subject to a fine of \$100 to \$500 and/or 3 years imprisonment (SC CodeAnn, Sec. 7-25-70). Anyone who threatens, mistreats or abuses a voter to control or intimidate the person in the free exercise of the right to vote commits a felony offense and is subject to a fine in the discretion of the court and/or imprisonment of up to 10 years (SC CodeAnn., Sec. 7-25-80). Anyone who intimidates, assaults, discharges from employment or occupation, or removes a person from land, a rented house or property because of their political opinions or for exercising political rights is guilty of a misdemeanor and, upon conviction, is subject to a fine of up to \$1,000 or imprisoned for up to 2 years, or both (SC CodeAnn, Sec.16-17-560).
South Dakota	Private and public employers: Violation of law relating to time off to vote is a Class 2 misdemeanor; Violators are subject to a fine up to \$500 and/or jail up to 30 days (SD CodifiedLaws, Sections 22-6-2). Employers who unlawfully influence an employee's political opinions or actions in voting through use of "pay envelopes" or handbills or placards commit a Class 2 misdemeanor, subject to a fine up to \$500 and/or jail up to 30 day; Corporations, upon proof, are subject to forfeit of charter (SD CodifiedLaws, Sections 12-26-13 and 22-6-2). Bribing voters is a Class 2 misdemeanor, subject to a fine up to \$500 and/or jail up to 30 day (SD CodifiedLaws, Sections 12-26-13 and 22-6-2).
Tennessee	Private and public employers: Jail up to 30 days, up to a \$50 fine, or both (Tenn CodeAnn, Sec. 40-35-111). Corporations that violate law prohibiting coercion of employee voting under Sec. 2-19-134 are subject to forfeit of charter and right to do business in Tennessee (Tenn CodeAnn, Sec. 2-19-140).
Texas	Private and public employers: Employers who violate the take time off to vote law commit a Class C misdemeanor offense and are subject to a fine of up to \$500 (Tex PenalCodeAnn, Sec. 12.23). Employers who retaliate against voters because of how they voted or for refusing to disclose how they voted commit a third degree felony offense and are subject to a fine of up to \$10,000 and imprisonment of 2 to 10 years (TexPenalCodeAnn, Sec. 12.34).
Utah	Private and public employers: Fine up to \$1,000 and/or jail up to 6 months; for corporations, fine up to \$5,000 (Utah CodeAnn, Secs. 76-3-204, 76-3-301 and 76-3-302). Corporations or their officers that influence employee voting commit a class B misdemeanor and are subject to forfeit of charter and right to do business in Utah (Utah CodeAnn., Sec. 20A-3-503).
Vermont	Anyone who influences a person's voting by means of bribery or threats or any undue influence to dictate, control or alter a vote is subject to a fine of \$200 (Vt. StatAnn, Sec. 2017).
Virginia	Violation of law relating to time off for officers of elections is a Class 3 misdemeanor and, upon conviction, violators are subject to a fine up to \$500. Individuals who interfere with or influence employees in their voting commit a Class 1 misdemeanor and, upon conviction, are subject to a fine of up to \$2,500 and/or jail of up to 12 months (Va CodeAnn., Sec. 18.2-11).
Washington	No provisions.
West Virginia	Employers, other than corporations, that interfere with time off to vote and freedom to vote provisions are guilty of a misdemeanor, and, upon conviction, are subject to a fine of up to \$500 and/or jail of up to 6 months; Corporations that violate the law are subject to a fine of up to \$1,000 (WV Code, Sec. 3-9-20). Corporations that offer money or any other thing of value to advocate the election or defeat of a particular candidate are subject to a fine of \$5,000 to \$20,000 (WV Code, Sec. 3-9-14). Employers who use pay envelopes,

	statements, posters, placards, handbills, or other communications that threaten business closure based on employee voting are guilty of corrupt practices and, if convicted, are subject to a fine of \$1,000 to \$20,000 or jail of up to 1 year or both (WV Code, Sec. 3-9-15). Corporations violating law relating to political contributions commit a misdemeanor offense and, upon conviction, are subject to a fine of up to \$10,000 (WV Code, Sec. 3-8-8(d), as last amended by Ch. 13 (H.B. 219), L. 2008, effective October 1, 2008).
Wisconsin	Private and public employers: \$1,000 fine and/or jail up to 6 months (Wis Stat, Sec. 12.60). Anyone who threatens to discharge or reduce wages or promises employment at higher wages in order to influence voting is subject to a fine of up to \$100 (Wis Stat, Sec. 103.20).
Wyoming	Private and public employers: Election offenses, fine up to \$1,000 and/or county jail up to 6 months (Wyo StatAnn, Sec. 22-26-112).