



Election Day Holiday and Paid Time Off to Vote

No updates required since April 9, 2024

Background

A common barrier for voters casting their ballots in-person or returning absentee ballots is getting time away from their jobs. There is no federal law that requires voters be provided time off to cast their ballot, so that policy choice is left up to the states. Policymakers have taken two approaches to solve this issue: making Election Day a public holiday or requiring employers to provide paid time off for voting.

Note that these policies typically apply to general elections in even numbered years.

Scoring

- State has Election Day as a public holiday, ½ point
- State does not have Election Day as a public holiday, 0 points
- State has law requiring employers to provide paid time off for voting, ½ point
- State does not have law requiring employers to provide paid time off for voting, 0 points

Summary Table

Category	Number	List
State has Election Day as a holiday & requires employers to provide paid time off for voting	5 states	Hawaii Illinois Maryland New York West Virginia
State has Election Day as a holiday & does not require employers to provide paid time off for voting	9 states	Delaware Indiana Kentucky Louisiana Michigan Montana New Jersey Rhode Island Virginia
State requires employers to provide paid time off for voting & does not have Election Day as a holiday	17 states	Alaska Arizona California Colorado Iowa Kansas Minnesota Missouri Nebraska



movement advancement project ▶

		Nevada New Mexico Oklahoma South Dakota Tennessee Texas Utah Wyoming
State does not have Election Day as a holiday & does not require employers to provide time off for voting	19 states & D.C.	Alabama Arkansas Connecticut D.C. Florida Georgia Idaho Maine Massachusetts Mississippi New Hampshire North Carolina North Dakota Ohio Oregon Pennsylvania South Carolina Vermont Washington Wisconsin



State-by-State Sources and More Detail

Alabama (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off for voting.

Alaska (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off for voting ([Alaska Stat. §15.56.100](#)).

Arizona (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off for voting ([Ariz. Rev. Stat. § 16-402](#)).

Arkansas (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off for voting.

California (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off for voting ([Cal. Elec. Code § 14000](#)).

Colorado (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off for voting ([Colo. Rev. Stat. § 1-7-102](#)).

Connecticut (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off for voting.

Delaware (1/2)

- State has Election Day as a public holiday ([1 Del. C. § 501](#)).
- State does not require paid time off for voting.



D.C. (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off for voting.

Florida (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off for voting.

Georgia (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off for voting.

Hawaii (1)

- State has Election Day as a public holiday ([Hawaii Department of Human Resources](#)).
- State requires paid time off for voting ([Haw. Rev. Stat. § 11-95](#)).

Idaho (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off for voting.

Illinois (1)

- State has Election Day as a public holiday ([10 ILCS 5/2A-1.1c](#)).
- State requires paid time off for voting ([10 Ill. Comp. Stat. §§ 5/7-42; 5/17-15](#)).

Indiana (1/2)

- State has Election Day as a public holiday ([Indiana Office of the Governor](#)).
- State does not require paid time off for voting.

Iowa (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off for voting ([Iowa Code § 49.109](#)).

Kansas (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off for voting ([Kan. Stat. Ann § 25-418](#)).



Kentucky (1/2)

- State has Election Day as a public holiday ([Ky. Rev. Stat. § 2.190](#)).
- State does not require paid time off for voting.

Louisiana (1/2)

- State has Election Day as a public holiday ([Louisiana Public Service Commission](#)).
- State does not require paid time off for voting.

Maine (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off for voting.

Maryland (1)

- State has Election Day as a public holiday ([Maryland Public Archives](#)).
- State requires paid time off for voting ([Md. Code Art. 33 § 10-315](#)).

Massachusetts (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off for voting.

Michigan (1/2)

- State has Election Day as a public holiday ([State of Michigan](#)).
- State does not require paid time off for voting.

Minnesota (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off for voting ([Minn. Stat. Ann. § 204C.04](#)).

Mississippi (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off for voting.

Missouri (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off for voting ([Mo. Rev. Stat § 115.639](#)).



Montana (1/2)

- State has Election Day as a public holiday ([Montana Code § 1-1-216](#)).
- State does not require paid time off to vote.

Nebraska (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off to vote ([Neb. Rev. Stat. § 32-922](#)).

Nevada (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off to vote ([Nev. Rev. Stat. Ann § 293.463](#)).

New Hampshire (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off to vote.

New Jersey (1/2)

- State has Election Day as a public holiday ([State of New Jersey](#)).
- State does not require paid time off to vote.

New Mexico (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off to vote ([N.M. Stat. Ann. § 1-12-42](#)).

New York (1)

- State has Election Day as a public holiday ([New York Court System](#)).
- State requires paid time off to vote ([N.Y. Elec. Law § 3-110](#)).

North Carolina (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off to vote.

North Dakota (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off to vote.



Ohio (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off to vote.

Oklahoma (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off to vote ([Okla. Stat. Ann. tit. 26, § 7-101](#)).

Oregon (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off to vote.

Pennsylvania (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off to vote.

Rhode Island (1/2)

- State has Election Day as a public holiday ([Rhode Island Secretary of State](#)).
- State does not require paid time off to vote.

South Carolina (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off to vote.

South Dakota (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off to vote.

Tennessee (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off to vote ([Tenn. Code Ann. § 2-1-106](#)).

Texas (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off to vote ([Tex. Elec. Code Ann. § 276.004](#)).



Utah (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off to vote ([Utah Code Ann. § 20A-3-103](#)).

Vermont (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off to vote.

Virginia (1/2)

- State has Election Day as a public holiday ([Va. Code § 2.2-3300](#)).
- State does not require paid time off to vote.

Washington (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off to vote.

West Virginia (1)

- State has Election Day as a public holiday ([W.V. Code §2-2-1](#)).
- State requires paid time off to vote ([W. Va. Code § 3-1-42](#)).

Wisconsin (0)

- State does not have Election Day as a public holiday.
- State does not require paid time off to vote.

Wyoming (1/2)

- State does not have Election Day as a public holiday.
- State requires paid time off to vote ([Wyo. Stat. § 22-2-111](#)).

Democracy Map & Additional Resources

- See our Democracy Map, [Election Day Holiday & Paid Time Off to Vote](#), which is updated in real time.