

QUICK Q&A

Answers to not-so-common questions

Even the most experienced HR pros have questions from time to time. Our monthly Quick Q&A series provides answers to not-so-common questions and links to helpful resources.

Q. Are employers required to provide employees paid time off to vote in presidential elections?

A. While there is no federal law that requires employers to offer employees paid time off to vote, state laws may apply.

Kansas employers must allow employees to take up to two paid hours off to visit the polls and vote on election day, unless polls are open for two consecutive hours outside of the employee's non-work hours. Employees are not required to provide advanced notice or proof of voting. Employers can specify when employees take their two hours to vote, so long as the time selected is not during the employees' regular lunch period. Obstructing an employee's right to vote is considered a Class A misdemeanor in Kansas, resulting in up to a year in jail and/or a fine not to exceed \$2,500.

Missouri employers must allow employees to take up to three paid hours off to visit the polls and vote on election day, unless polls are open for three consecutive hours outside of the employee's non-work hours. Employers can require employees to give advanced notice of their need to vote during the workday prior to election day. Employers are also allowed to specify when employees take their three hours to vote, so long as the time selected is not during the employees' regular lunch period. Missouri employers that interfere with an employee's right to vote can face a class four election offense punishable by 12 months in jail and/or a \$2,500 fine.

Additional Resources:

- [Kansas legislation regarding leave allowance for employee voting](#)
- [Missouri legislation regarding leave allowance for employee voting](#)
- [Talking politics in the workplace](#)