

Colorado

Colorado Expands Voting Leave Law

Colorado recently [amended](#) its voting leave law to, among other things, expand the two-hour period that eligible employees may take voting leave from only on election day to any day when voter service and polling centers are open. The amended law is effective as of **June 1, 2026**.

Voting Leave

Previously, employees eligible to vote could take leave to vote **on the election day** for two hours during **the time the polls were open**. Employees had to apply for leave before **the election day**.

Under the amended law, employees eligible to vote may take leave to vote for two hours during **any day when voter service and polling centers are open**. Employees must apply for leave before **the day for which leave is requested**.

Employer Denial of Voting Leave

Previously, the law stated that it does **not** apply to employees whose work hours on **the election day** are such that there are **three or more hours** between the polls' opening and closing times during which the employee is not required to be on the job.

The amended law modifies this provision to provide that an employer **may deny** an employee's voting leave request if the employee's work hours on **the day for which leave is requested** are such that there are three or more **consecutive** hours between the polls' opening and closing times during which the employee is not required to be on the job.

Next Steps for Employers

Colorado employers should consider thoroughly reviewing the amended law and updating employee policies and handbooks accordingly.

Highlights

Colorado recently amended its voting leave law to:

- Expand the two-hour period that eligible employees may take voting leave from only on election day to any day when voter service and polling centers are open; and
- Specify that an employer may deny this leave if the employee has three or more consecutive hours off the job while the polls are open.

The amended law is effective as of June 1, 2026.