

119TH CONGRESS
1ST SESSION

H. R. 4908

To provide employees with a minimum of 2 consecutive hours of paid leave
in order to vote in Federal elections.

IN THE HOUSE OF REPRESENTATIVES

AUGUST 5, 2025

Ms. WILLIAMS of Georgia (for herself, Ms. ANSARI, Ms. BROWN, Mr. CARSON, Mr. CASE, Mrs. CHERFILUS-McCORMICK, Ms. CLARKE of New York, Mr. CLEAVER, Ms. CROCKETT, Ms. DELBENE, Mr. DELUZIO, Mr. DOGGETT, Ms. ELFRETH, Mr. EVANS of Pennsylvania, Mr. FIELDS, Mr. FIGURES, Mr. GARCÍA of Illinois, Mr. GREEN of Texas, Mr. JACKSON of Illinois, Mr. JOHNSON of Georgia, Ms. KAMLAGER-DOVE, Mr. KRISHNAMOORTHY, Ms. LEE of Pennsylvania, Mr. LYNCH, Ms. McCLELLAN, Mrs. McIVER, Mr. MEEKS, Mr. MFUME, Ms. MOORE of Wisconsin, Mr. MOULTON, Mr. MULLIN, Mr. NEGUSE, Ms. NORTON, Mr. POCAN, Ms. PRESSLEY, Mrs. RAMIREZ, Ms. SALINAS, Ms. SCHAKOWSKY, Mr. SCOTT of Virginia, Ms. SEWELL, Ms. SIMON, Ms. STRICKLAND, Mrs. SYKES, Mr. THANEDAR, Mr. THOMPSON of Mississippi, Ms. TITUS, Ms. TLAIB, Mr. TONKO, and Mrs. McCLAIN DELANEY) introduced the following bill; which was referred to the Committee on Education and Workforce

A BILL

To provide employees with a minimum of 2 consecutive hours
of paid leave in order to vote in Federal elections.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Time Off to Vote Act”.

1 **SEC. 2. REQUIREMENT FOR 2 HOURS PAID LEAVE TO VOTE**
2 **IN FEDERAL ELECTIONS.**

3 (a) **REQUIREMENT TO PROVIDE LEAVE.**—Upon the
4 request of an employee, an employer shall provide to the
5 employee a minimum of 2 consecutive hours of paid leave
6 on a day of any Federal election, while polls or sites that
7 facilitate voting-related activity are open, in order to vote,
8 return in person a ballot that was received in the mail,
9 or perform other voting-related activity.

10 (b) **EMPLOYER RIGHT TO DETERMINE TWO-HOUR**
11 **PERIOD.**—For each employee taking leave under sub-
12 section (a), the employer of such employee may specify
13 the hours during which the employee may take such leave,
14 including by requiring that the employee take the leave
15 during a period designated for early voting instead of on
16 the day of the election, as applicable under State law. Any
17 lunch break or other break period may not be included
18 in the 2-hour period designated for leave, but may be
19 taken consecutively with the 2-hour period described in
20 subsection (a).

21 (c) **NO LOSS OF BENEFITS.**—The taking of leave
22 under this section shall not result in the loss of any em-
23 ployment benefit accrued prior to the date on which the
24 leave was taken.

25 (d) **PROHIBITED ACTS.**—

1 (1) INTERFERENCE WITH RIGHTS UNDER THIS
2 ACT.—It shall be unlawful for any employer to inter-
3 fere with, restrain, or deny the exercise of or the at-
4 tempt to exercise, the right to take leave under this
5 Act, or to discriminate against an employee in any
6 manner for taking leave under this Act.

7 (2) RETALIATION.—It shall be unlawful for any
8 employer to discharge or in any other manner dis-
9 criminate against any individual for—

10 (A) opposing any practice made unlawful
11 by this section;

12 (B) filing any charge, or instituting or
13 causing to be instituted any proceeding, under
14 or related to this section;

15 (C) giving or preparing to give any infor-
16 mation in connection with any inquiry or pro-
17 ceeding relating to any leave provided under
18 this section; or

19 (D) testifying or preparing to testify in
20 any inquiry or proceeding relating to any leave
21 provided under this section.

22 (e) INVESTIGATIVE AUTHORITY.—The Secretary of
23 Labor shall have investigative authority with respect to the
24 provisions of this section in the same manner and under
25 the same terms and conditions as the investigative author-

1 ity provided under section 106 of the Family and Medical
2 Leave Act of 1993 (29 U.S.C. 2616), and the require-
3 ments of section 106 of such Act shall apply to employers
4 under this section in the same manner as such require-
5 ments apply to employers under section 106 of such Act.

6 (f) ENFORCEMENT.—

7 (1) IN GENERAL.—Any employer that violates
8 this Act may be subject to a civil penalty not to ex-
9 ceed \$10,000 per violation. Civil penalties shall be
10 assessed by and paid to the Secretary of Labor for
11 deposit into the Treasury of the United States and
12 shall accrue to the United States and may be recov-
13 ered in a civil action in the name of the United
14 States brought in the United States district court
15 for the district where the violation is alleged to have
16 occurred or where the employer has its principal of-
17 fice.

18 (2) CONSIDERATIONS.—In assessing a civil pen-
19 alty under this Act, the Secretary shall give due con-
20 sideration to the appropriateness of the penalty with
21 respect to the size of the business of the employer
22 being charged, the gravity of the violation, the good
23 faith of the employer, and the history of previous
24 violations.

25 (g) DEFINITIONS.—As used in this Act:

1 (1) The term “employee” has the meaning
2 given such term in section 3 of the Fair Labor
3 Standards Act of 1938 (29 U.S.C. 203).

4 (2) The term “employer” means any person en-
5 gaged in commerce or in any industry or activity af-
6 fecting commerce who employs 25 or more employ-
7 ees during a calendar year, and includes any person
8 who acts, directly or indirectly, in the interest of an
9 employer to any of the employees of such employer
10 and any successor in interest of an employer. In the
11 previous sentence, the terms “commerce” and “in-
12 dustry or activity affecting commerce” have the
13 meaning given such terms in section 101(1) of the
14 Family and Medical Leave Act of 1993 (29 U.S.C.
15 2611(1)).

16 (h) STATE AND LOCAL LAWS.—Nothing in this Act
17 shall be construed to supersede any provision of any State
18 or local law that requires an employer to provide leave to
19 an employee, for the purpose of voting in any Federal,
20 State, or municipal election, in an amount greater than
21 that required under this Act, or under terms more bene-
22 ficial to an employee than those provided under this Act.

1 (i) **EFFECTIVE DATE.**—This section shall take effect
2 beginning with the first Federal election held after the
3 date of enactment of this Act.

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