

	Time Off Required?	Exceptions?	Time Off Paid or Unpaid?	Advance Notice Required?	Proof of Voting Required?	Notes?
Iowa <u>Iowa</u> <u>Code §</u> <u>49.109</u>	Yes; as much time as will add up to 3 hours, when combined with non-work time	Not required if employee has three consecutive non-work hours available while polls are open.	Paid	Yes, in writing prior to the election	No	Employer may decide when hours are taken.