Engage PEO Client Alert

Presidential Preference and Congressional Primaries by State and Time Off to Vote Requirements

We would like to draw your attention to the Presidential and Congressional primaries in 2024 and the associated Time Off to Vote requirements mandated by federal and state regulations.

Please reference our previous Client Alert on Time off to Vote Requirements regarding employer responsibilities.

2024 Presidential and Congressional Primary Dates

In Chronological Order

Note: Dates Subject to Change / **S** Indicates Senate Election / General Election Date 11/05/2024

Sources: Federal Election Commission State Election Offices, Statutes and State Parties

(Data as of 12/15/2023)

STATE	PRESIDENTIAL PRIMARY DATE	PRESIDENTIAL CAUCUS DATE			STATE	CONGRESSIONAL PRIMARY DATE	CONGRESSIONAL RUNOFF DATE (IF NECESSARY)
Iowa		1/15 (Republicans)			Alabama	3/05	4/16
New Hampshire	1/23				Arkansas	3/05	4/02
South Carolina	2/03 (Democrats)			**S**	California	3/05	
Nevada	2/06				North Carolina	3/05	5/14
Nevada		2/08 (Republicans)		**S**	Texas	3/05[3]	5/28
Virgin Islands		2/08 (Republicans)		**S**	Mississippi	3/12	4/02
South Carolina	2/24 (Republicans)				Illinois	3/19	
Michigan	2/27			**S**	Ohio	3/19	
Idaho		3/02 (Republicans)		**S**	Pennsylvania	4/23	
Missouri		3/02 (Republicans)		**S**	Indiana	5/07[3]	
North Dakota		3/04 (Republicans)		**S**	Maryland	5/14	
Alabama	3/05			**S**	Nebraska	5/14[4]	
American Samoa		3/05 (Democrats)		**S**	West Virginia	5/14[3]	
Arkansas	3/05				Georgia	5/21	6/18
California	3/05				Idaho	5/21	
Colorado	3/05				Kentucky	5/21	
Iowa		3/05 (Democrats)[1]			Oregon	5/21	
Maine	3/05				Puerto Rico	6/02	
Massachusetts	3/05				D.C.	6/04	
Minnesota	3/05				Iowa	6/04	
North Carolina	3/05			**S**	Montana	6/04	
Oklahoma	3/05			**S**	New Jersey	6/04	
Tennessee	3/05			**S**	New Mexico	6/04	
Texas	3/05				South Dakota	6/04[3]	7/30
Utah	3/05			**S**	Maine	6/11	
Vermont	3/05			**S**	Nevada	6/11	

STATE	PRESIDENTIAL PRIMARY DATE	PRESIDENTIAL CAUCUS DATE			STATE	CONGRESSIONAL PRIMARY DATE	CONGRESSIONAL RUNOFF DATE
Virginia	3/05			S	North Dakota	6/11	
Georgia	3/12				South Carolina	6/11[3]	6/25
Hawaii		3/12 (Republicans)			Oklahoma	6/18	8/27
Mississippi	3/12			S	Virginia	6/18[3]	
N. Mariana Islands	3/12 Democrats (Party-Run Primary)				Colorado	6/25	
Washington	3/12			S	New York	6/25	
Puerto Rico	3/17 (Democrats)			S	Utah	6/25[3]	
Arizona	3/19			S	Tennessee	8/01	
Florida	3/19				Guam	8/03	
Illinois	3/19				Virgin Islands	8/03	
Kansas	3/19			S	Arizona	8/06	
Ohio	3/19				Kansas	8/06[3]	
Louisiana	3/23			S	Michigan	8/06[3]	
Missouri	3/23 Democrats (Party-Run Primary)			S	Missouri	8/06	
Connecticut	4/02			S	Washington	8/06	
Delaware	4/02			S	Hawaii	8/10	
New York	4/02			S	Connecticut	8/13[3]	
Rhode Island	4/02			S	Minnesota	8/13	
Wisconsin	4/02			S	Vermont	8/13	
Alaska	4/06 Democrats (Party-Run Primary)			S	Wisconsin	8/13	
Hawaii	4/06 Democrats (Party-Run Primary)				Alaska	8/20	
North Dakota	4/06 Democrats (Party-Run Primary)			S	Florida	8/20	
Wyoming		4/13 (Democrats)		S	Wyoming	8/20[3]	
Pennsylvania	4/23			S	Massachusetts	9/03	
Indiana	5/07			S	Delaware	9/10	
Maryland	5/14				New Hampshire	9/10	
Nebraska	5/14			S	Rhode Island	9/10	
West Virginia	5/14						
Kentucky	5/21						
Oregon	5/21						
Idaho		5/23 (Democrats)					
D.C.	6/04						
Montana	6/04						
New Jersey	6/04						
New Mexico	6/04						
South Dakota	6/04						
Guam		6/08 (Democrats)					
Alaska		Pending (Republicans)					
American Samoa		Pending (Republicans)					
Guam		Pending (Republicans)					
N. Mariana Islands		Pending (Republicans)					
Puerto Rico	Pending (Republicans)						
Virgin Islands		Pending (Democrats)					
Wyoming		Pending (Republicans)					

Notes:

1. The Iowa Democratic Party is conducting a mail-in Presidential preference caucus, with preference cards to be returned to the party and postmarked on or before March 5, 2024. The Iowa Democratic Party's January 15, 2024, in-person precinct caucuses are for party business and no expression of presidential preference will be tabulated at the precinct caucuses
2. In Louisiana, a Congressional primary election is not held. The election for candidates seeking Federal office is the General election scheduled for 11/5/2024. If necessary, a Runoff Election will be held on 12/07/2024.
3. In Connecticut and Utah, conventions are held by the political parties prior to the primary. In Virginia, political parties may choose to nominate by convention rather than by primary election. In other states, such as Indiana, Kansas, Michigan, South Carolina, South Dakota, Texas, West Virginia and Wyoming, minor parties may hold conventions to nominate candidates.
4. Nebraska has 2 U.S. Senate seats on the ballot in 2024. One is for an Unexpired Term.
5. The dates listed are tentative and subject to change.

Sources: Federal Election Commission State Election Offices, Statutes and State Parties

The FEC has jurisdiction over federal campaign finance law and does not have authority over the administration of elections. Questions concerning a state's primary election procedure should be addressed to the state's Election Director.

Compiled by: Public Disclosure and Media Relations Division, Office of Communications
Federal Election Commission, 800/424-9530 (option 2), or 202/694-1120

Time Off to Vote laws may present a significant compliance issue. It is important to familiarize yourself with the laws in those state(s) where you have employees working.

Engage can help.

Please contact your Engage Human Resources Consultant if you have any questions.