

Colorado's state legal code protects up to 2 hours of paid time off for employees to vote on election day under C.R.S. 1-7-102: <https://codes.findlaw.com/co/title-1-elections/co-rev-st-sect-1-7-102.html> .

(1) Eligible electors entitled to vote at an election shall be entitled to absent themselves for the purpose of voting from any service or employment in which they are then engaged or employed on the day of the election for a period of two hours during the time the polls are open.

- Any such absence shall not be sufficient reason for the discharge of any person from service or employment.
- Eligible electors, who so absent themselves shall not be liable for any penalty, nor shall any deduction be made from their usual salary or wages, on account of their absence.
- Eligible electors who are employed and paid by the hour shall receive their regular hourly wage for the period of their absence, not to exceed two hours.
- Application shall be made for the leave of absence prior to the day of election.
- The employer may specify the hours during which the employee may be absent, but the hours shall be at the beginning or end of the work shift, if the employee so requests.

(2) This section shall not apply to any person whose hours of employment on the day of the election are such that there are three or more hours between the time of opening and the time of closing of the polls during which the elector is not required to be on the job.

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See too summaries per state at:

<https://www.workplacefairness.org/voting-rights-time-off-work?state=CO#CO>

State	Time Off Required?	Exceptions?	Time Off Paid or Unpaid?	Advance Notice Required?	Proof of Voting Required?	Notes?
Colorado Colo. Rev. Stat. § 1-7-102	Yes; up to 2 hours.	Not required if employee has three non-work hours available while polls are open	Paid, up to 2 hours.	No	No	Employer may decide when hours are taken, but if employee requests, must allow employee to take time at beginning or end of shift. Companies who bar a worker from voting could lose their corporate charter.