

# Jury Duty Leave Requirements

Federal law imposes the following jury duty leave requirements on all employers:

1. Employers are [prohibited](#) from discharging, threatening to discharge, intimidating, or coercing any permanent employee because of the employee's jury service in a **federal court**.
2. Under the [Fair Labor Standards Act](#) (FLSA), employers cannot make deductions for absences of an [exempt employee](#) due to jury duty. However, an employer may offset an employee's weekly salary by the amount of jury duty fees the employee received that week.
3. Under the FLSA, non-exempt employees are **not required** be paid for jury duty leave.

Many states also prohibit employers from penalizing employees for jury duty service. In addition, a handful of states prohibit employers from deducting from employees' pay due to time missed for jury service. To check your state's requirements, visit our [State Laws](#) section.

[Click here](#) to download a sample Jury Duty Leave policy.