

**civic
alliance**

2026 Midterm Elections Guide



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OBJECTIVES

Our membership recognizes that a stable democracy and public trust in elections are essential for corporate stability and a healthy economy. The Civic Alliance's coalition of 1,300+ businesses has created a dynamic culture of civic engagement that reflects continuous action through federal, local, and midterm election years.



Businesses are a driver for their employees' civic participation, and we created this guide to help Civic Alliance member companies:

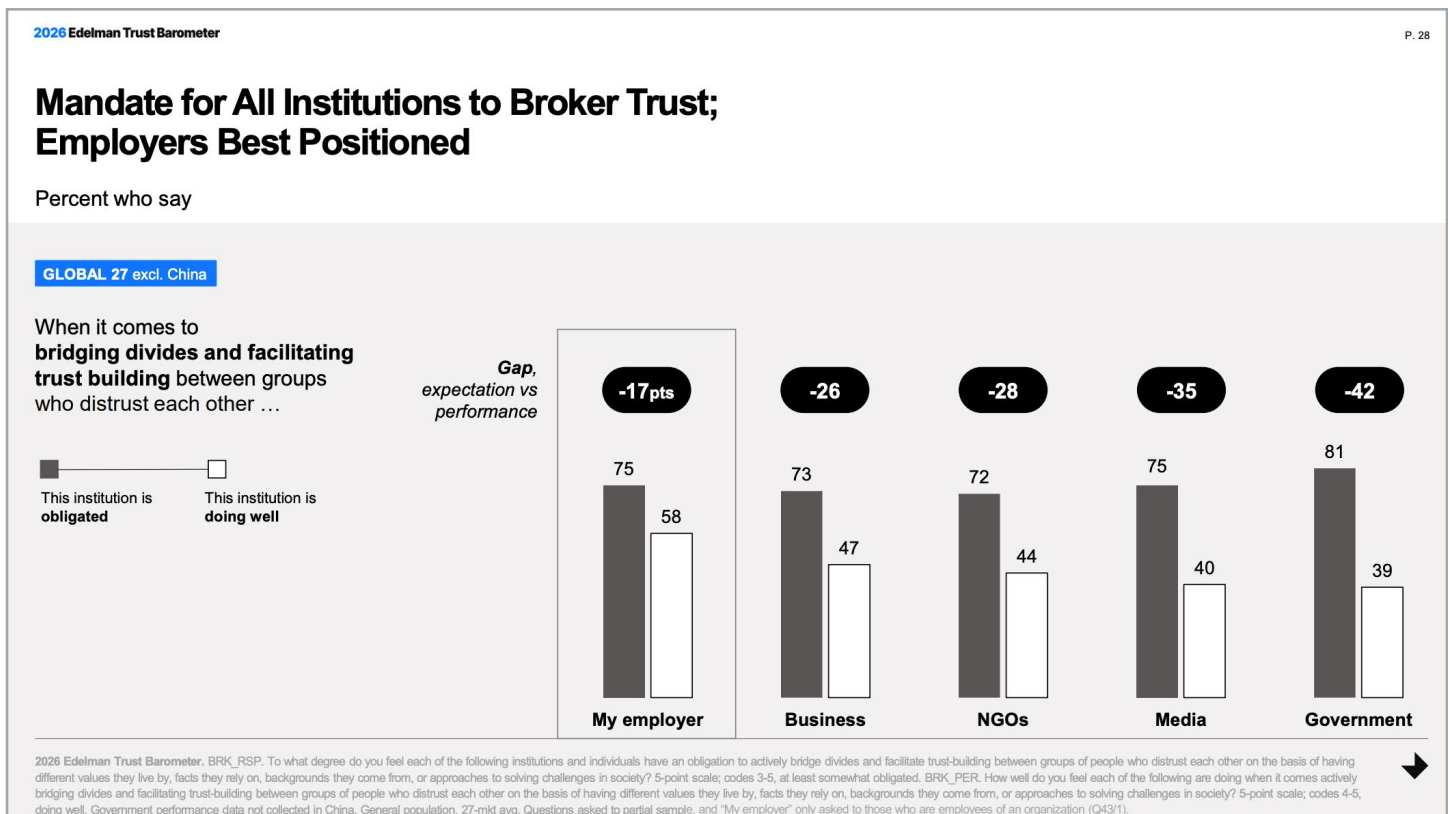
- **Champion** the importance of the 2026 elections.
- **Understand** the landscape and lexicon of this year's elections.
- **Support** audiences' understanding of the elected positions on their ballots.
- **Direct** employees and customers to ways they can engage.



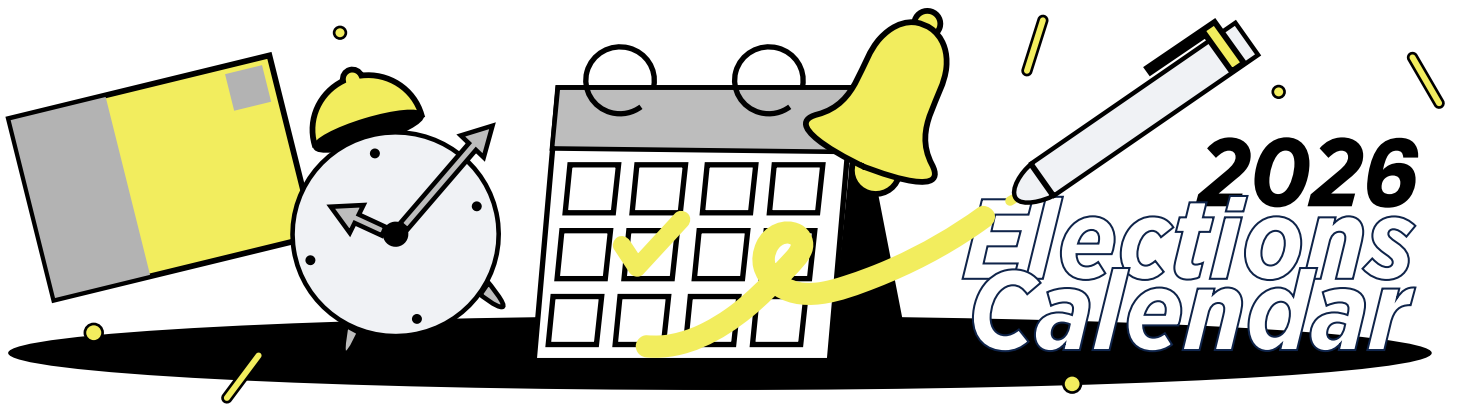
MAKING THE CASE

2026 Trust Update: The Rise of “Trust Brokering”

According to the [2026 Edelman Trust Barometer](#), business continues to be the most trusted institution globally, outranking NGOs, media, and government. However, trust has become increasingly insular, with **70%** of people globally reporting they are hesitant or unwilling to trust those who differ from them in values, background, or lifestyle. In this environment of “turning inward,” the employer has emerged as the most effective “trust broker”—an entity uniquely positioned to facilitate cooperation across differences. With **78%** of employees trusting “my employer” to do what is right, businesses have a clear mandate to use the workplace as a scale for constructive dialogue and shared identity. Employees look to their employers not just for resources, but for the skills and opportunities to interact with a world that increasingly feels out of reach.



Source: [2026 Edelman Trust Barometer](#)



2026 ELECTION LANDSCAPE

Civic Alliance's founding partner Democracy Works has created an election calendar to help you plan your voter engagement efforts in 2026. We recommend referencing this resource to identify elections that may impact your audiences.

» [Democracy Works Election Calendar](#)

The election data collected by Democracy Works undergoes extensive quality assurance checks by election experts. Resources are subject to change given election information and updates.

best practice

This calendar is designed to inform your planning and outreach. No matter where employees are on their voter journey, they can help with registration and making a plan to vote at turbovote.org.



Pro-tip: Many companies seamlessly integrate TurboVote into existing employee flows—such as onboarding portals, annual training platforms, and internal newsletters—to make voter engagement a simple, year-round part of the workplace culture



Local Elections

» WHAT ARE LOCAL ELECTIONS?

Local elections are often described as the level of government closest to daily life. While the phrase “all politics is local” is commonly attributed to Tip O’Neill (D-MA), the underlying idea is straightforward: many of the issues that affect people most directly are shaped at the state and local level.

State and local governments make decisions across a wide range of policy areas, including taxation, education, public safety, transportation, environmental protections, health services, and voting administration. As a result, state and local elections can have a direct and immediate impact on communities.

» HOW LOCAL ELECTIONS WORK

In 2026, state and local elections will include offices such as governor, state legislature, mayor, city council, school board, judges, and other local leadership roles. Ballots may also include state or local measures specific to a community or jurisdiction.

These elections are not held on a single national schedule. Election dates, offices, and ballot items vary widely by state and locality, and may take place at different points throughout the year.

This variability means that employees may encounter state or local elections at times they do not expect, particularly if they have recently moved or live in jurisdictions with unique election calendars. By utilizing the [Election Calendar](#), you can identify key election dates for your employees, clients, and consumer audiences.



Primary Elections

» WHAT ARE PRIMARY ELECTIONS?

Primary elections are held to determine which candidates will appear on the ballot in November’s general election.

Primary elections are most commonly associated with federal and statewide offices, but in some states they may also be used for local races.

» HOW PRIMARY ELECTIONS WORK

Primary elections often receive less public attention than general elections, and participation rules are not always widely understood. Primary election rules vary by state. States may operate under different primary systems, including:

- Open primaries where voters can participate regardless of party affiliation
- Closed primaries where only voters registered with a specific political party may participate
- Hybrid systems which combine elements of both

To learn more about primary elections in your state, visit [Ballotpedia](#).



Midterm Elections

» WHAT ARE THE MIDTERMS?

Midterms are general elections for members of Congress and other offices held halfway between presidential elections. During the midterms, the entire United States House of Representatives and one-third of the United States Senate are up for election.

» ABOUT THE 2026 MIDTERM ELECTIONS

The 2026 midterm election will take place on Tuesday, November 3, 2026. In this election, all 435 seats in the United States House of Representatives will be voted on, 35 seats in the 100-member Senate are on the ballot, along with governorships in 36 states and 3 territories.

Midterms offer the opportunity for Americans to reflect on the first half of the current administration's term. By voting for Congressional seats, voters can determine which party controls each chamber of Congress, significantly impacting what is heard and passed by this governing body.

» WHAT ARE YOU VOTING FOR?

Ballots during the 2026 midterm election will include a mix of federal, state, and local races. The exact offices on the ballot vary by state and locality. Voters can use tools like [TurboVote](#) to see what will appear on their specific ballot.

➔ U.S. Representatives

Also referred to as a congressman or congresswoman, each representative serves a two-year term and is elected by the people of their specific congressional district. Representatives introduce bills and resolutions, offer amendments, and serve on committees. The number of representatives with full voting rights is 435, and the number of representatives per state is proportional to the population of each state.

➔ U.S. Senators

The United States Senate consists of 100 members—two senators from each of the 50 states—who serve six-year, overlapping terms. Senators propose, author, and vote on federal legislation that touches upon all aspects of U.S. domestic and foreign policy. Senators provide advice and consent on executive nominations and treaties, and conduct

oversight of all branches of the federal government.

→ Other State & Local Offices

In addition to federal races, states will often include state and local offices on the ballot. Your ballot might contain races for governor, state representatives, judicial and other local offices. In addition to offices, important state or local ballot measures could be on the ballot. These state-wide elections will likely garner a similar level of attention to the federal House and Senate races.

best practices

Because state and local elections may involve issues that are perceived as controversial, it can be challenging to discuss them in a nonpartisan way. Despite this, it is important to remind your stakeholders that engagement in elections is essential, regardless of party affiliation.

Below are approaches to promoting nonpartisan election participation.

- #1** Send a company-wide message that advocates for participation in upcoming state and local elections and encourages audiences to confirm their registration statuses and look up their election details.
- #2** Based on the geographic distribution of your audiences, implement a communications plan to reach out about upcoming elections state-by-state.

Civic Alliance has templates for each state! Email [**concierge@civicalliance.com**](mailto:concierge@civicalliance.com) for the curated template(s) you need.

Election Rules + Policy Changes

Election rules and voting procedures can change between election cycles. As voters prepare to participate in elections throughout 2026, they may encounter updates to registration processes, district boundaries, voting options, or identification requirements that differ from previous years.

Because election administration is handled at the state and local level, these changes do not occur uniformly across the country. **Employees in different locations — including those within the same company — may be navigating different rules and timelines.**

Understanding the types of changes that commonly affect elections helps employers anticipate questions and share accurate, nonpartisan information when needed.

» REDISTRICTING

In the U.S., each state is divided into electoral districts. Redistricting is the process of redrawing federal, state, and local district boundaries to ensure that every vote carries equal significance. Because the Constitution mandates that congressional districts have equal population, redistricting maintains balance as the U.S. population shifts each decade. Redistricting can also be triggered by a change to a state's constitution, or a court ruling.

Stay Informed!

Several states updated their district maps ahead of the 2026 midterm elections. Because redistricting affects who appears on the ballot and which districts voters belong to, it can be a source of confusion for voters.

These resources can be shared with employees and external audiences to help them confirm their district and identify their congressional representatives.

- [Confirm your senators and house representatives](#)
- [Confirm your district](#)

» RECENT LEGISLATIVE CHANGES

In recent years, states have continued to update election laws and administrative procedures. These updates may impact:

- Voter registration options and deadlines
- Voting methods, including early or mail voting
- Ballot return processes

- Voter ID requirements
- Election administration funding or procedures

Stay Informed!

Member companies can help educate voters on new rules that may impact voter participation. You can track new legislation using the links below.

- [Voting Rights Lab Legislative Tracker](#)
- [Brennan Center – State Voting Laws](#)

RESOURCES

Events and Civic Moments

- [2026 Civic Alliance Content and Events Calendar](#)
- [Celebrating Civic Holidays](#)
- [Civic Volunteering Opportunities](#)

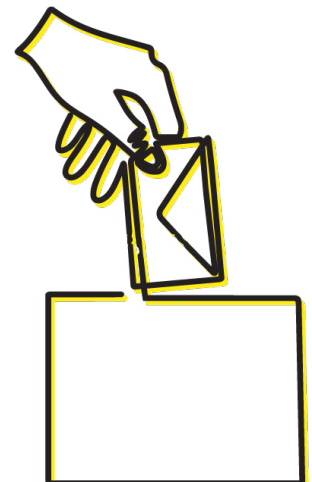
Communications

- [Voter Need-to-Knows Communication Kit](#)
- [Social Media Assets](#)

Additional Resources

- [How to Host a Voter Registration Drive](#)
- [Employee Engagement through Poll Working](#)
- [How to Host a Polling Place](#)

Need more guidance? Email concierge@civicalliance.com for help with your civic planning. Civic Alliance can help with your civic planning, whether it's a custom vanity link for your company to recruit poll workers or an introduction to another company with experience converting its business to a polling place.





The Civic Alliance is America's premier nonpartisan coalition of businesses united by a commitment to our democracy, which we believe depends upon active participation in safe, accessible, and trusted elections. Founded by Democracy Works and the CAA Foundation, the Civic Alliance supports its member companies as they inspire their employees and consumers to engage in civic life and their communities.

Companies join the Civic Alliance by making a nonpartisan pledge to encourage their employees and/or consumers to vote and be civically active. There is no financial requirement to become a member. In exchange for your commitment to civic engagement, we provide member companies with research-backed toolkits and programming to help you develop effective civic initiatives.

The Civic Alliance
was founded by:



**Take the pledge and become a
member at civicalliance.com**

