

## Reminder about your obligations as an employer on voting day

In preparation for the May 2<sup>nd</sup>, 2011 federal elections, here is a review of your obligations as an employer on Election Day:

By law, all eligible voters are entitled to have three consecutive hours to vote during the voting hours on Election Day. As an employer, you must provide your eligible employees with three consecutive hours to cast their vote. If an employee's hours of work do not allow three consecutive hours in which the polls are open, then the employer must allow the time. As an employer, you decide when to give time off for voting. It is up to the employer to decide when to make the time available on Election Day, for example allowing the employee to arrive late or leave early.

- As an employer, you cannot deduct pay or impose penalties from your employees for time allowed for voting. Employers must pay employees their regular wages during the time provided for voting.
- If you are an employer that transports goods or passengers, you are **not** obligated to provide the three consecutive voting hours for the employees that meet the following conditions:
  1. If the employee is employed outside his or her polling division;
  2. If the employee is employed in the operation of a means of transportation; and
  3. If the additional time cannot be allowed without interfering with the transportation service.
- Voting hours on Election Day for the electoral district in the following time zones:
  - (a) Newfoundland, Atlantic or Central time zone are from 8:30 a.m. to 8:30 p.m.;
  - (b) Eastern time zone are from 9:30 a.m. to 9:30 p.m.;
  - (c) Mountain time zone are from 7:30 a.m. to 7:30 p.m.; and
  - (d) Pacific time zone are from 7:00 a.m. to 7:00 p.m.

For employers in Saskatchewan, please click on the following link for voting hours:  
<http://www.elections.ca/content.aspx?section=res&dir=loi/fel/cea&document=part09&lang=e&textonly=false>
- It is an offence for employers to fail to provide time off for voting if required under the Canada Elections Act. It is also an offence for an employer to reduce an employee's pay where the employee has been provided time off to vote in accordance with the Act. It is an offence for an employer to use intimidation, undue influence, or any other means to interfere with the granting of time off to vote under the Canada Elections Act.
- Please refer to the following links to the Elections Canada website for more information:  
Elections Canada Act:  
<http://www.elections.ca/content.aspx?section=res&dir=loi/fel/cea&document=part09&lang=e&textonly=false>  
FAQs -Time off work to vote:  
<http://www.elections.ca/content.aspx?section=vot&dir=faq&document=faqvoting&lang=e&>