

ARE YOUR EMPLOYEES ENTITLED TO TIME OFF TO VOTE ON ELECTION DAY?

Election day is coming. On Monday June 28, 2004, the polls for the federal election will be open between 9:30 a.m. and 9:30 p.m. (Eastern Standard Time).

If employees do not have **three (3) consecutive hours off** between 9:30 a.m. and 9:30 p.m., the *Canada Elections Act* requires the employer to give employees additional time off, without loss of pay, so that they have three consecutive hours in which to vote.

However, employees who already get three consecutive hours off between 9:30 a.m. and 9:30 p.m. (i.e. if they start work after 11:30 p.m. or finish work before 6:30 p.m.) are not entitled to additional time off on election day.

Company supervisors can choose when employees get time off to vote. For instance, if an employee works from 7 a.m. to 7 p.m., the supervisor may allow her to leave a half-hour early, at 6:30 p.m., so that she has 3 consecutive hours to vote. The employee could not choose to vote in the morning and arrive at work late.