



## Employer Obligations during Elections in Canada (As of October 1, 2019)

Jurisdiction	Summary of employer obligations
<b>Alberta Elections</b>	<p><b>Time to vote</b> An employee who is an elector qualified to vote shall, while the polls are open on polling day at an election or plebiscite, be allowed <b>3 consecutive hours</b> for the purpose of casting the employee's vote.</p> <p><b>Time off work to vote and convenience of employer</b> If the employee's hours of employment do not allow for the 3 consecutive hours' absence, the employee's employer shall allow the employee additional time for voting to provide the 3 consecutive hours, but the additional time for voting shall be granted at the convenience of the employer.</p> <p><b>Prohibitions</b> No employer may make any deduction from the pay of an employee or impose on or exact from the employee any penalty by reason of the employee's absence from employment during the 3 consecutive hours or additional time referred to above.</p> <p>For more information please see link to legislation here: <a href="#">Alberta Election Act</a>.</p>