



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

Jurisdiction	Summary of employer obligations
British Columbia Elections	<p>Time to vote An employee who is entitled to vote in an election or who, on registration, will be entitled to vote in the election is entitled to have 4 consecutive hours free from employment during voting hours for general voting.</p> <p>Time off work to vote If an individual's hours of employment do not allow for the consecutive hours referred above, the individual's employer must allow the individual time off from employment to provide those hours.</p> <p>Convenience of employer The employer may set time off required as described above as best suits the convenience of the employer.</p> <p>Prohibitions An employer must not, without reasonable justification, fail to grant to an employee sufficient time off as required above, or make a deduction in pay for the time off or exact any penalty from the employee for the time off.</p> <p>Excluded employees Election officials and individuals employed or retained by the chief electoral officer or a district electoral officer to work on general voting day, and individuals who, by reason of employment, are in such remote locations that they would be unable to reasonably reach any voting place during voting hours, are not entitled to time off as described above.</p> <p>For more information please see link to legislation here: British Columbia Election Act.</p>