



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

Jurisdiction	Summary of employer obligations
<b>Federal Elections</b>	<p><b>Time to vote</b> Every employee who is an elector is entitled, during voting hours on polling day, to have <b>three consecutive hours</b> for the purpose of casting his or her vote and, if his or her hours of work do not allow for those three consecutive hours, his or her employer shall allow the time for voting that is necessary to provide those three consecutive hours.</p> <p><b>Convenience of employer</b> The time that the employer shall allow for voting as above is at the convenience of the employer.</p> <p><b>Prohibitions</b> No employer may make a deduction from the pay of an employee, or impose a penalty, for the time that the employer shall allow for voting as above.</p> <p>An employer who pays an employee less than the amount that the employee would have earned on polling day, had the employee continued to work during the time referred to above that the employer allowed for voting, is deemed to have made a deduction from the pay of the employee, regardless of the basis on which the employee is paid.</p> <p>No employer shall, by intimidation, undue influence or by any other means, interfere with the granting to an elector in their employ of the three consecutive hours for voting, as provided for above.</p> <p><b>Excluded employees</b> The above does not apply to an employee of a company that transports goods or passengers by land, air or water who is employed outside his or her polling division in the operation of a means of transportation, if the additional time referred to above cannot be allowed without interfering with the transportation service.</p> <p>For more information please see link to legislation here: <a href="#">Canada Elections Act</a>.</p>