



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

Jurisdiction	Summary of employer obligations
New Brunswick Elections	<p>Time to vote Every employee who is a qualified elector shall, while the polls are open on polling day at an election, have three consecutive hours for the purpose of casting his vote.</p> <p>Time off work to vote If the hours of the employee's employment do not allow for such three consecutive hours, the employer shall allow the employee such additional time for voting as may be necessary to provide three consecutive hours.</p> <p>Convenience of the employer Any additional time for voting shall be granted at the convenience of the employer.</p> <p>Prohibitions No employer shall make any deduction from the pay of any such employee nor impose upon or exact from him any penalty by reason of absence from the employee's work during such consecutive hours.</p> <p>Any employer who, directly or indirectly, refuses, or by intimidation, undue influence, or in any other way, interferes with the granting to any elector in the employer's employ, of the consecutive hours for voting, as in this section provided, is guilty of an illegal practice and of an offence.</p> <p>Excluded employees The above extends to railway companies and their employees, except such employees as are actually engaged in the running of trains and to whom such time cannot be allowed without interfering with the manning of the trains.</p> <p>For more information please see link to legislation here: New Brunswick Elections Act.</p>