



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

Jurisdiction	Summary of employer obligations
<p>Nunavut Elections</p>	<p>Time to vote and time off work A voter has a right to two consecutive hours for the purpose of casting his or her vote and, if the hours of employment of the voter do not allow for two consecutive hours, the employer shall allow the voter any additional time for voting that may be necessary to provide these two consecutive hours.</p> <p>Convenience of the employer The time off work for voting shall be granted at the convenience of the employer and no employer shall penalize the voter for not working during that time.</p> <p>Prohibitions No employer shall make any deduction from the pay of an employee or impose on or exact from an employee any penalty by reason of the absence of the employee from work during these consecutive hours.</p> <p>A voter who is paid on an hourly, piece-work or other basis and who would normally work during the period of time off work that an employer is required to grant under the above has a right to be paid for that time at the voter's average rate of pay for equivalent time.</p> <p>For the purposes of the above, an employer shall be deemed to have made a deduction from the pay of an employee if the employer does not pay the employee the amount that the employee would normally have earned during the time the employee was absent for the purpose of casting his or her vote.</p> <p>Excluded employees The above does not apply to any election officer or member of the staff of Elections Nunavut or to any employee who, by reason of employment, is so far away from a polling place that the employee would be unable to reach a polling place during the hours it is open.</p> <p>For more information please see link to legislation here: Nunavut Elections Act.</p>