



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

Jurisdiction	Summary of employer obligations
Ontario Elections	<p>Time to vote Every employee who is qualified to vote shall, while the polls are open on polling day at an election, have three consecutive hours for the purpose of voting.</p> <p>Time off work to vote If the hours of the employee's employment do not allow for three consecutive hours, the employee may request that his or her employer allow such additional time for voting as may be necessary to provide those three consecutive hours and the employer shall grant the request.</p> <p>Convenience of the employer Any time off for voting as provided above shall be granted at the time of day that best suits the convenience of the employer.</p> <p>Prohibitions No employer shall make any deduction from the pay of any employee or impose upon or exact from the employee any penalty by reason of his or her absence from work during the consecutive hours that the employer is required to allow as above.</p> <p>For more information please see link to legislation here: Ontario Election Act.</p>