



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

Jurisdiction	Summary of employer obligations
Quebec Elections	<p><b>Time to vote</b> Every employer shall ensure that every employee who is qualified to vote has at least <b>four consecutive hours</b> free to vote while the polling stations are open, not counting the time normally allowed for meals.</p> <p><b>Time off work to vote as determined by employer</b> If an employee does not have such a period outside working hours, the employer shall grant the employee, at the time of day determined by the employer, the leave of absence required so that the employee may have four consecutive hours to vote..</p> <p><b>Prohibitions</b> No deduction of wages or penalty may be imposed on the employee by the employer by reason of the leave of absence.</p> <p>For more information please see link to legislation here: <a href="#">Quebec Election Act</a>.</p>