



Bulletin – Federal Election – Important Information

Federal Election Working Hours and Voting

The federal election is scheduled for October 21, 2019. There are several ways to vote:

- **Vote at ANY time, in ANY** Elections Canada office before the deadline of Tuesday, October 15 at 6:00 p.m. (local time). Offices are open Monday to Friday, from 10 a.m. to 5 p.m. Bring your proof of identity and address.
- **Vote by Mail:** The deadline to apply to vote by mail is Tuesday, October 15 at 6:00 p.m. Eastern Time for anyone applying online or sending their application to Elections Canada in Ottawa. To apply to vote by mail, contact Elections Canada at: <https://www.elections.ca/content2.aspx?section=svr&dir=app&document=index&lang=e> or call 1-800-463-6868
- **Vote during advance polling days:** Friday, October 11; Saturday, October 12; Sunday, October 13 and Monday, October 14
- **Vote on election day Monday, October 21, 2019**

The Canada Elections Act establishes that **everyone who is eligible to vote must have three (3) consecutive hours to cast their vote on election day.** If an employee's hours of employment cannot be structured to allow for the three consecutive hours, the employer must allow the individual time off from employment to provide those hours. The employer may set time off as best suits the convenience of the employer. **Voting hours on General Voting Day are 7 a.m. to 7 p.m., Pacific Time.**

This does not mean a worker is automatically entitled to paid time off from work. An employee who is scheduled to conclude their day of work at or before 4:00 pm or start at or after 10:00 am already has the required three (3) hours free from work with no alteration to their shift. If additional time off is required, it is up to the employer to decide whether to alter the shift start time to create a 3-hour period where the employee is free from work during voting hours. If the employer does not adjust the shift start time and the employee must miss work to have 3 hours free from employment during this period, the employee is entitled to be paid what they would have earned during the time allowed off for voting.

To discuss options and specific situations, please contact your CLR Labour Relations officer.