

August, 19, 2021

2021 Federal Election Working Hours and Voting

The Federal Election is scheduled for September 20, 2021, and there are several ways to vote:

- At **ANY** Elections Canada office *before 6pm, Tuesday September 14th*. Bring your proof of identity and address.
- **Vote by Mail** – voters have until *6pm Eastern Time, September 14th* to apply online for their voting kit.
 - <https://www.elections.ca/content2.aspx?section=vote&dir=app&document=indexapp&lang=e>
- **Advance Voting** – available from *Friday, September 10th to Monday September 13th*.
 - Vote at your **ASSIGNED** advance polling station between 9am and 9pm.
- **Vote on General Voting Day – September 20, 2021**

On Election Day, voters are only entitled to vote at their assigned polling station, therefore, if an employee is working in an area that does not allow them to get to their assigned polling station, they will need to either vote by mail or vote during the advance voting period. If an employee is voting on Election Day, they are entitled to have **three (3) consecutive hours** free from work between **7am and 7pm Pacific Time** (voting hours) for the purpose of voting.

This does not mean a worker is entitled to time off from work. If an employee's hours of work cannot be structured to allow for the three (3) consecutive hours, the employer must allow the employee time off from work to provide those hours. It is up to the employer to decide how to structure the shift to create a three (3) hour period where the employee is free from work during voting hours. If the employee must miss work to have three (3) hours free from work during this period, the employee is entitled to their regular compensation for hours not worked while voting.

To discuss options and specific situations, please contact CLR.