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October 6, 2015

Federal Election Working Hours and Voting

The federal election is scheduled for October 19, 2015. There are several ways to vote:

- **Voting at ANY time, in ANY** Elections Canada office before the deadline of Tuesday, October 13 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 13 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:
<http://www.elections.ca/content2.aspx?section=vote&dir=svr&document=index&lang=e>
or call 1-800-463-6868
- **Vote during advance polling days:** Friday, October 9; Saturday, October 10; Sunday, October 11 and Monday, October 12
- **Vote on election day Monday, October 19**

The Canada Elections Act establishes that an employee who is entitled to vote in the election is entitled to have 3 (three) consecutive hours free from employment during voting hours for the purpose of voting. 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 entitled to time off from work. It is up to the employer to decide how to structure the shift to create a 3 hour period where the employee is free from employment during voting hours. If the employee must miss work to have 3 hours free from employment during this period, the employee is entitled to their regular compensation for hours not worked while voting. An employee must be paid what he or she would have earned during the time allowed off for voting.

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