



Provincial Election Working Hours and Voting

The Provincial Election is scheduled for October 24, 2020, and there are several ways to vote:

- **Advance Voting** – available from *Thursday, October 15th to Wednesday October 21st*. To find the nearest location:
 - Go to <https://elections.bc.ca/docs/GVD-voting-places.pdf>; or
 - Use the <https://wheretovote.elections.bc.ca> app.
- **Vote by Mail** – voters have until *October 17th* to request a vote-by-mail package.
 - Request online at <https://eregister.electionsbc.gov.bc.ca/OVR/Wizard.aspx>; or
 - Call Elections BC at 1-800-661-8683.
- **Accessible Voting** – for at-risk voters and voters with disabilities.
 - Assisted Telephone voting (if you have vision loss, a disability or underlying health condition that prevents you from voting independently, or self-isolating during the last week of the campaign period and are unable to vote by mail); and
 - Curbside voting (for those that cannot enter a voting place)
- **Vote on General Voting Day**

BC's *Election Act* establishes that an employee who is eligible to vote is entitled to have four (4) consecutive hours free from work between 8am and 8pm 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 four (4) 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 four (4) hour period where the employee is free from work during voting hours. If the employee must miss work to have four (4) hours free from work during this period, the employee is entitled to their regular compensation for hours not worked while voting.

The law does provide exceptions. For example, if the voters are in such a remote location that they would be unable to reasonably reach any voting place during voting hours, they are not entitled to time free from employment.

To discuss options and specific situations, please contact CLR.