

October 7, 2019

HUMAN RESOURCES COMMUNIQUÉ

Time-off for Voting – Federal Election

In accordance with the [Canada Elections Act](#), the following will apply for the upcoming federal election on Monday, October 21, 2019:

If requested, employees eligible to vote in this district, whose hours of work prevent them from having three (3) consecutive voting hours (required by the statute) are entitled to be absent from work as long as is necessary to vote during the period that the polls are open.

The polls will be open from 9:00 a.m. – 9:00 p.m. Within these time limits, employees must be permitted time off to exercise their right to vote. Any time off for voting as provided shall be granted at the time of day that best suits the operational requirements of the department.

When an employee has three (3) consecutive hours that fall within the poll hours and fall outside of their work hours, there is no obligation to provide paid time off work.

If a supervisor is required to let an employee leave early or arrive late to fulfil the above requirements, no deductions from pay are to be made.

If you have any questions, please contact your [Human Resources Consultant](#).



Chris Nutt, Director of Staff Relations

PLEASE POST THIS COMMUNIQUÉ FOR THE INFORMATION OF ALL STAFF