

Conifer

Circular

CR No. 02/17

RE: PROVINCIAL ELECTION

APRIL 25, 2017

(VIA E-MAIL)

TO: All Member Companies,

Under the British Columbia Elections Act, employees who are entitled to vote are also entitled to four consecutive hours off while polls are open for the purpose of voting. If an employee's hours of work do not allow for four consecutive hours, the individual's employer must allow the individual time off from employment to provide for those hours. Employers can choose when to provide the four consecutive hours for voting at their discretion. An employer who interferes with the granting to an employee of time off for voting is in violation of the British Columbia Elections Act and may face significant penalties including jail time.

On May 9, 2017, the voting hours for general voting are from 8:00 am to 8:00 pm PDT.

Employers may not make any deduction from an employee's pay or impose any penalty on the employee because he or she took time off to vote. Thus, if the normal hours are 8:00 am to 4:30 pm with a half hour off for lunch, a Pacific Time Zone employer should allow qualified employees to leave at 4:00 pm in order to meet the time requirement (4 hours prior to the 8:00 pm closing of the polls). Employees must be paid for the time from 4:00 pm to 4:30 pm as if they were at work.

Any questions regarding this issue can be directed to Conifer, or to your local Elections BC office at 1-800-661-8683.

In addition, many questions can be answered through access to the Elections BC Website at www.elections.bc.ca.



Cam Meroniuk
Coordinator, Employment Relations

CM/kg
April 25, 2017