

Conifer

Circular

02/25

CR No. _____

FEDERAL ELECTION

RE: _____

APRIL 7, 2025

(VIA E-MAIL)

TO: All Member Companies

Under the Canada Elections Act, Employees who qualify as voters for the federal election are entitled to have three (3) consecutive hours off while the polls are open during which to vote. The employer must grant such employees time off from work, with no deduction from wages, if the hours of employment do not allow for the three (3) consecutive hours. Only such additional time for voting as may be necessary to provide three (3) consecutive hours need be granted and this is at the employer's convenience. An employer who interferes with the granting to an employee of time off for voting is guilty of a violation of the Canada Elections Act and may face significant penalties.

From Friday, April 18, 2025 to Monday, April 21, 2025, the voting hours for advanced voting are from 9:00 am to 9:00 pm. On Monday, April 28, 2025, the voting hours for general voting are from 7:00 am to 7:00 pm in all BC electoral regions subject to Pacific Standard Time. Any employer anticipating a disruption to its business on General Voting Day can encourage its employees to vote in advanced voting, however, the employer cannot compel its employees to vote in advance. An employee who is granted time off to vote during advanced voting is not also entitled to further time free from work on General Voting Day.

Employers may not make any deduction from an employee's pay or impose any penalty on the employee because they 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 (3 hours prior to the 7:00 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 at (250 564-5166) or Elections Canada at 1-800-463-6868.

In addition, many questions can be answered through access to the Elections Canada website at www.elections.ca.



Cam Meroniuk
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