

Conifer

Circular

CR No. 03/24

RE: PROVINCIAL ELECTION

SEPTEMBER 25, 2024

(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 free from employment during advanced voting OR on General Voting Day for the purpose of voting. If an employee's hours of work do not allow for four consecutive hours free from employment during voting 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.

From Thursday, October 10, 2024 to Sunday, October 13, 2024 and Tuesday, October 15, 2024 to Wednesday, October 16, 2024, the voting hours for advanced voting are from 8:00 am to 8:00 pm PT (advance voting will be closed Monday, October 14, 2024 for Thanksgiving). On Saturday, October 19, 2024, the voting hours for general voting are from 8:00 am to 8:00 pm PT. 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 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 or www.elections.bc.ca.



Cam Meroniuk
Manager, Employment Relations

CM/kg
September 25, 2024