



October 14, 2015

**Election Day is Monday October 19<sup>th</sup> - Know Your Rights!**

Sisters and Brothers, I am sharing with you these facts from the Elections Canada website ([www.elections.ca](http://www.elections.ca)). Remember: your vote in this election is crucial to save our public postal service and our jobs!

**YOU GET THREE HOURS TO VOTE**

By law, everyone who is eligible to vote must have three consecutive hours to cast their vote on election day. If your hours of work do not allow for three consecutive hours to vote, the employer must give you time off.

For example, if you live in a riding where voting hours are 9:30 a.m. to 9:30 p.m. and you usually work from 11:00 a.m. to 7:00 p.m., your hours of work will not allow three consecutive hours for voting. To give you three consecutive hours to vote, your employer could allow you to arrive late (at 12:30 p.m.), let you leave early (at 6:30 p.m.), or give you three hours off at some point during the work day.

**YOUR BOSS CANNOT DOCK YOUR PAY**

Employers cannot impose a penalty or deduct pay from an employee who is taking time off to vote if required by the *Canada Elections Act*. An employee must be paid what he or she would have earned during the time allowed off for voting.

It is an offence for employers to fail to provide time off for voting. It is also an offence for an employer to reduce an employee's pay where the employee has been provided time off to vote in accordance with the Act. The maximum penalty for violating these prohibitions is a fine of up to \$2,000, three months imprisonment, or both.

So exercise your democratic rights without fear! See you at the polls.

In solidarity,



Mike Palecek  
National President

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