



October 18, 2019

Election Day is Monday October 21st - Know your rights

Sisters and Brothers,

I am sharing with you these facts from the Elections Canada website (www.elections.ca).

Remember: your vote in this election is crucial to elect progressive and worker friendly Members of Parliament.

Am I allowed time off work 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, your 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 employer has the right to decide when the time off will be given.

Can an employee lose pay for taking time off to vote?

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 if required under the Canada Elections Act. 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.

It's time to exercise our democratic rights. GO VOTE !

In solidarity,

Jean-Philippe Grenier
3rd National Vice-President

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