

**Time Off To Vote...  
Ontario's June 7<sup>th</sup> Election  
What Employers Need to Know**

May 28, 2018

Most employers know Ontarians are headed to the polls on June 7, 2018. What employers may not know is that an employee could be entitled to up to three hours free from work, with pay, to cast a ballot.

**Under Ontario's *Election Act* an employee who is eligible to vote must have three consecutive hours free from work to cast a ballot while the polls are open.** Polls across Ontario are open from 9:00 a.m. to 9:00 p.m. except for electoral districts in the central time zone where voting hours are 8:00 a.m. to 8:00 p.m. If an employee's hours of work do not provide for three consecutive hours, the employee can request and the employer must provide paid time off so the employee has three consecutive hours to vote.

For example, if an employee outside of the central time zone is scheduled to work from 7:00 a.m. to 7:00 p.m., the employee is entitled to the last hour of work off, with pay, to allow for three consecutive hours to vote. By contrast, an employee who works from 7:00 a.m. to 3:00 p.m. is not entitled to time off to vote, because the employee already has three consecutive hours after his/her regular working hours.

It is important to note that time off work can be given at a time most convenient for the employer's operations. So, if an employee is scheduled to work from 9:00 a.m. to 9:00 p.m., the employer can choose to give the employee three hours at the start, middle, or end of the shift.

To learn more or for assistance, contact the employment law experts at Sherrard Kuzz LLP.

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