

Memo

Local 080 members:

On September 20, 2021, a federal election will take place across Canada.

By law, all Canadian employees entitled to vote in the federal election are entitled to have **three consecutive hours for the purpose of casting their vote** during voting hours. If that time, or a portion of that time, occurs during the employee's hours of work, they are entitled to the time off with 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 they would have earned during the time allowed off for voting.

<https://www.elections.ca/content2.aspx?section=faq&dir=votinghours&document=index&lang=e>

Please reach out to your managers in advance to arrange time to vote if you cannot vote outside of work hours while polls are open on September 20th.

If denied please let your Bargaining Executive know.

In solidarity,

Serge Ganzburg RN

ONA Local 080 Coordinator