



October 6, 2014

ONTARIO MUNICIPAL ELECTIONS – October 27, 2014

NOTICE OF EMPLOYER OBLIGATION
TO PROVIDE PAID TIME OFF TO VOTE

BCA of Ontario Contractor:

Please be advised of the employer obligations to employees under the *Municipal Elections Act, 1996* with respect to the upcoming October 27, 2014 province-wide municipal elections:

- All employees who are qualified to vote are entitled to three consecutive hours for the purpose of voting on election day.
- Employers whose employees have three consecutive hours of their own time available during polling hours are not required to offer additional time for voting.
- If the hours of employment do not allow for three consecutive hours outside of the work day to vote, the employee may request from the employer that they allow additional time for voting as may be necessary to provide those three consecutive hours and the employer shall grant the request. This time off shall be paid without penalties.
- The absence shall be timed to suit the employer's convenience as much as possible.

Voting hours on Election Day will be from 10:00 a.m. to 8:00 p.m.

**PLEASE ENSURE A COPY OF THIS NOTICE IS
PROVIDED TO YOUR PAYROLL DEPARTMENT**