

Voting – Know The Laws Of Your Province



Voting regulations are essential for protecting employees' rights and ensuring fair access to the electoral process. These regulations require employers to provide employees with sufficient time off to vote on election day without penalties or pay deductions. The required time off varies by province and territory, typically ranging from one to four consecutive hours. Employers must also accommodate employees serving as election officials or candidates by granting unpaid leave while maintaining employment benefits. While the fundamental principles of voting rights are consistent across Canada, specific requirements differ by jurisdiction to address local electoral processes. Compliance with these regulations upholds democratic participation, prevents voter suppression, and reinforces the integrity of the electoral system.

FEDERAL

In Canada, **employers must** uphold employees' voting rights under the [Canada Elections Act, Part 1, Sections 3, 6, and 11](#). They **must** ensure qualified electors—Canadian citizens aged 18 or older on polling day—can vote without barriers. Employees are entitled to be on the electoral list and vote at their designated station, with special provisions for certain groups, including military personnel and public servants abroad. **Employers must** accommodate voting rights as outlined in the Act.

Part 1 – Electoral Rights

Persons Qualified as Electors

Every person who is a Canadian citizen and who on polling day is 18 years of age or older is qualified as an elector. **Section 3.**

Persons Entitled to Vote

Subject to this Act, every person who is qualified as an elector is entitled to have his or her name included in the list of electors for the polling division in which he or she is ordinarily resident and to vote at the polling station for that polling division. **Section 6.**

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Any of the following persons may vote in accordance with Part 11:

- (a) a Canadian Forces elector;
 - (b) an elector who is an employee in the federal public administration or the public service of a province and who is posted outside Canada;
 - (c) a Canadian citizen who is employed by an international organization of which Canada is a member and to which Canada contributes and who is posted outside Canada;
 - (d) a person who has been absent from Canada for less than five consecutive years and who intends to return to Canada as a resident;
 - (e) an incarcerated elector within the meaning of that Part; and
 - (f) any other elector in Canada who wishes to vote in accordance with that Part.
- Section 11 (a) to (f).**

Further details on the Canada Elections Act can be found at [Justice.Gc.Ca](https://www.justice.gc.ca).

ALBERTA

In Alberta, **employers must** uphold employees' voting rights under the **Election Act**, **Sections 16, 56, 57, 58, 132**. They **must** ensure eligible electors—Canadian citizens aged 18 or older and ordinarily resident in their electoral division—can vote without barriers. Employees **must** be provided three consecutive hours to vote if their work schedule does not allow it, without pay deductions or penalties. **Employers must** accommodate voting rights as outlined in the Act.

Division 2 – List of Electors

Persons Entitled to be Listed as Electors

Subject to [section 45](#), a person is eligible to have the person's name included on a list of electors if that person as of a date fixed by the Chief Electoral Officer:

- (a) is a Canadian citizen,
- (b) is at least 18 years of age, and
- (c) is ordinarily resident in the electoral division and voting area for which that person is to have the person's name included on the list of electors. **Section 16 (a) to (c).**

Part 3 – Elections, By-Elections, and Plebiscites

Eligibility

A person is eligible to be nominated as a candidate in an election if on the day the person's nomination paper is filed the person:

- (a) is a Canadian citizen,
- (b) is of the full age of 18 years or will be that age on election day,
- (c) has been ordinarily resident in Alberta continuously from the day 6 months immediately preceding election day,

(c.1) is registered under [section 9](#) of the [Election Finances and Contributions Disclosure Act](#),

(c.2) is not an inmate,

(d) is not prohibited from being nominated as a candidate under this Act by reason of [section 57](#), [58](#), [178](#) or [181](#), and

(e) is not a member of the Senate or House of Commons of Canada. **Section 56 (a) to (e).**

Prohibition Against Nomination

A person is prohibited from being nominated as a candidate in an election if:

(a) the Speaker has laid a report before the Assembly pursuant to [section 44\(1\)](#) of the [Election Finances and Contributions Disclosure Act](#),

(b) that person was the registered candidate or the registered nomination contestant or the chief financial officer of the registered candidate or registered nomination contestant referred to in the report,

(c) the Court did not dispense with compliance with section 43, 43.01, 43.02 or 43.1 of that Act by an order under section 44(4) of that Act, and

(d) nomination day for the election occurs within:

(i) the 8-year period following the day on which the Speaker laid the report before the Assembly, or

(ii) where the return has been filed with the Chief Electoral Officer, the 5-year period following the day of filing, whichever period expires first. **Section 57.**

Prohibition Against Nomination

A person is prohibited from being nominated as a candidate in an election if:

(a) that person has been declared disqualified from membership of the Legislative Assembly pursuant to [section 29](#) of the [Legislative Assembly Act](#) or has been expelled from membership of the Legislative Assembly pursuant to [section 29](#) of the [Conflicts of Interest Act](#),

(b) nomination day for the election occurs within the 8-year period following the day on which the declaration of disqualification or expulsion was made, and

(c) the cause of the disqualification under the [Legislative Assembly Act](#) or of the breach under the [Conflicts of Interest Act](#) has not been removed by nomination day. **Section 58.**

Time for Voting

(1) If the work schedule of an employee who is an elector does not provide the employee with 3 consecutive hours to vote in an election or plebiscite during one of the days of advance voting or on election day, the **employer shall** allow the employee leave time for voting as **required** to provide the employee 3 consecutive hours to vote during voting hours on any of the days of voting, at the convenience of the **employer**.

(3) No **employer** may make any deduction from the pay of an employee or impose on or exact from the employee any penalty by reason of the employee's absence from

employment during the leave time for voting referred to in subsection (1). **Section 132 (1) to (3)**.

Further details on the Election Act can be found at CanLii.Org.

BRITISH COLUMBIA

In British Columbia, **employers must** uphold employees' voting rights under the **Election Act, Sections 29, 30, 67, 74**. **Employers must** provide eligible voters—Canadian citizens aged 18 or older and residents of their electoral district—four consecutive hours off to vote on final voting day or advance voting if their schedule does not allow it. No deductions in pay or penalties may be imposed for this time off. **Employers must** also grant unpaid leave to employees running as candidates while maintaining their benefits.

Part 4 – Voters

Division 1 – Qualifications

Who may Vote

In order to vote in an election for an electoral district, an individual **must**:

- (a) be a Canadian citizen,
- (b) be 18 years of age or older on final voting day for the election,
- (c) be a resident of the electoral district,
- (d) have been a resident of British Columbia for at least 6 months immediately before final voting day for the election,
- (e) be registered as a voter for the electoral district or register as such in conjunction with voting, and
- (f) not be disqualified by this Act or any other enactment from voting in the election or be otherwise disqualified by law. **Section 29 (a) to (f)**.

Individuals Disqualified from Voting

Without limiting [section 29](#) (f), the following individuals are not entitled to vote in an election:

- (a) the chief electoral officer and the deputy chief electoral officer;
- (b) [Repealed 2003-37-11.]
- (c) an individual who is prohibited from voting under Part 12. **Section 30 (a) to (b)**.

Division 2 – Candidates

Candidate Entitled to Leave from Employment

- (1) If requested in writing by a candidate, the candidate's **employer must** grant the individual a leave without pay in accordance with this section.
- (2) The leave **may** be either full time or part time, as requested by the candidate.

- (3) If the leave is part time, the candidate's request **must** specify the days and hours of the leave.
- (4) Unless ended earlier by the employee, the leave ends as follows:
- (a) if the individual withdraws as a candidate, the day after that withdrawal;
 - (b) if the individual is declared under [section 66](#) to no longer be a candidate, the day after that declaration;
 - (c) in other cases, the day after the declaration of the results of the election under [section 137](#).
- (5) Despite any other enactment and despite any agreement to the contrary, throughout the leave under this section the employee is entitled, subject to this section, to all benefits attached to the employment except pay.
- (6) If the employee makes a written request to this effect before or immediately at the beginning of the leave, the employee may continue to contribute to any pension, medical or other plan beneficial to the employee in which the employee participates, as long as the employee pays both the employee's and the **employer's** contributions to the plan.
- (7) [Section 54](#) of the [Employment Standards Act](#) applies to a leave under this section and the services of the employee are to be considered continuous for the purposes of [sections 57](#) and [58](#) and Part 8 of that Act.
- (8) An **employer must** not, because of a leave under this section,
- (a) dismiss, lay off, suspend, demote or transfer the employee, or
 - (b) give the employee less favourable employment conditions or diminish any benefit attached to the employment to which the employee is entitled.
- (9) An employee who is affected by a contravention of this section **may** make a complaint to the Director of Employment Standards or the authorized representative of that official, in which case Part 11 of the [Employment Standards Act](#) applies as if the complaint were made under that Act.
- (10) As an alternative to a complaint under subsection (9), an employee affected by a contravention of this section whose employment is covered by a collective agreement **may** have the complaint dealt with in accordance with the grievance procedure established by that agreement.
- (11) Nothing in this section applies to preclude any other rights to leave that an individual may have or acquire. **Section 67 (1) to (11)**.

For more information:

Part 6 – Voting

Division 1 – Voting Opportunities

- Time off from work for voting. **Section 74 (1) to (5)**.

Further details on the Election Act can be found at [CanLii.Org](#).

MANITOBA

In Manitoba, employers must uphold employees' voting rights under The Elections Act, Sections 5-6, 13 and ensure fair treatment of election participants under Sections 14-21. Employers must provide eligible voters—Canadian citizens aged 18 or older and residents for at least six months—three consecutive hours off to vote on election day, without pay deductions or penalties. They must also grant unpaid leave to employees serving as candidates, election officials, or volunteers, ensuring reinstatement without loss of benefits.

Part 2 – Democratic Rights

Who Can Vote

Eligible Voters

A person may vote in an election if he or she is a Canadian citizen who:

- (a) will be at least 18 years old on election day;
 - (b) has resided in Manitoba for at least six months immediately before election day; and
 - (c) is a resident of the electoral division in which the election is being held.
- Section 5 (a) to (c).**

One Vote

A person may vote only once in an election. **Section 6.**

Time Off Work to Vote

Time to Vote

(1) During voting hours on election day, an employee who is an eligible voter is entitled to three consecutive hours free from work to vote.

Time off Work to Vote

(2) If the employee's hours of work do not provide the three consecutive hours referred to in subsection (1), his or her **employer must**, at the employee's request, give the employee such additional time off work as is necessary to provide those three consecutive hours.

Employer may Select Time

(3) The **required** time off work may be selected by the **employer** at his or her discretion.

Prohibitions

(4) An **employer must** not reduce the pay of an employee, or impose any other penalty, for time taken off work under this section. **Section 13.**

For more information:

- Leave To Participate in Elections. **Sections 21.**

Further details on The Elections Act can be found at [Gov.Mb.Ca](#).

NEW BRUNSWICK

In New Brunswick, **employers must** uphold employees' voting rights under the [Elections Act, Section 86](#). Qualified electors **must** have three consecutive hours to vote on polling day, and if work schedules do not allow this, **employers must** provide additional time off as needed. **Employers** cannot deduct pay or impose penalties for this time off, and the scheduling of time off is at the **employer's** discretion. Interfering with an employee's right to vote through intimidation or undue influence is considered an offence.

Time To Employees for Voting

(1) Every employee who is a qualified elector **shall**, while the polls are open on polling day at an election, have three consecutive hours for the purpose of casting his vote, and if the hours of his employment do not allow for such three consecutive hours, his **employer shall** allow him such additional time for voting as may be necessary to provide three consecutive hours.

(2) No **employer shall** make any deduction from the pay of any such employee nor impose upon or exact from him any penalty by reason of absence from his work during such consecutive hours.

(3) Any additional time for voting **shall** be granted at the convenience of the **employer**.

(4) This section extends to railway companies and their employees, except such employees as are actually engaged in the running of trains and to whom such time cannot be allowed without interfering with the manning of the trains.

(5) Any **employer** who, directly or indirectly, refuses, or by intimidation, undue influence, or in any other way, interferes with the granting to any elector in his employ, of the consecutive hours for voting, as in this section provided, is guilty of an illegal practice and of an offence. **Section 86 (1) to (5)**.

Further details on the Elections Act can be found at [Gnb.Ca](#).

NEWFOUNDLAND & LABRADOR

In Newfoundland and Labrador, **employers must** uphold employees' voting rights under the [Elections Act, Sections 23, and 207 to 210](#). Qualified electors—Canadian citizens aged 18 or older and residents of the province—**must** have four consecutive hours to vote on polling day. If work schedules do not allow this, **employers must** provide additional time off as needed without pay deductions or penalties. Interfering with an employee's right to vote is an offence, with fines up to \$5,000 or imprisonment for violations.

Part I – Elections

Division B – Preparation of The List of Electors

Qualified Electors

Every Canadian citizen 18 years of age or more on polling day is qualified to vote at

an election if he or she is ordinarily resident in the province immediately preceding polling day. **Section 23.**

Hindering Employee's Vote

An **employer** is guilty of an offence who refuses, or by intimidation, undue influence, or in another way, interferes with the granting to an elector in his or her employ, of the consecutive hours for voting provided in section 210. **Section 207.**

Penalty

A person who is guilty of an offence under section 191, 192, 193, 194, 195, 196, 197, 198 or 199 is liable on summary conviction to a fine not exceeding \$5,000 or to imprisonment for a term not exceeding 6 months or to both a fine and imprisonment. **Section 208.**

For Other Offences

A person who is guilty of an offence under this Part that is not an offence referred to in section 208 and for which no other penalty is specifically provided, is liable on summary conviction to a fine not exceeding \$1,000 or to imprisonment for a term not exceeding 3 months, or to both a fine and imprisonment. **Section 209.**

Division H – Miscellaneous

Employees Time to Vote

(1) An employee who is qualified to vote at an election, is, while the polls are open on polling day at an election, entitled to have 4 consecutive hours for the purpose of casting his or her vote.

(2) When the hours of employment of a person described in subsection (1) do not allow for 4 consecutive hours, his or her **employer shall** allow the person the additional time for voting that is necessary to provide the 4 consecutive hours.

(3) No **employer shall** make a deduction from the pay of an employee or impose upon or exact from the employee a penalty by reason of absence from his or her work during the 4 consecutive hours that the employee is entitled to under this section to vote.

(4) Additional time for voting **required** under subsection (2) may be granted at the convenience of the **employer**. **Section 210 (1) to (4).**

Further details on the Elections Act can be found at Assembly.NL.Ca.

NOVA SCOTIA

In Nova Scotia, **employers must** uphold employees' voting rights under the **[Elections Act, Sections 38 and 131](#)**. Qualified electors—Canadian citizens aged 18 or older and residents of the province for six months—**must** have three consecutive hours to vote on election day. If work schedules do not provide this, **employers must** grant paid time off to ensure the three-hour period, scheduled at the **employer's** convenience. Certain transportation employees may be exempt if granting time off would disrupt operations.

Electors

(1) Subject to Section 39, a person **may** vote in an election if the person:

- (a) is eighteen years of age or older on election day;
 - (b) is a Canadian citizen on or before election day;
 - (c) has resided in the Province for six months immediately preceding the date of the writ; and
 - (d) resides in the electoral district in which the election is being held.
- (2) A candidate at a general election who was a member on the day before the dissolution of the House of Assembly immediately preceding the election, and any spouse or dependent of the candidate who lives with the candidate and is qualified as an elector, **may** have their names entered on the list of electors for either:
- (a) the polling division in which the candidate resides; or
 - (b) any polling division in the electoral district in which the former member is a candidate.
- (3) A member of the Parliament of Canada representing an electoral district in the Province who resides outside the Province, and the spouse or any dependent of the member who lives with the member and is otherwise qualified as an elector, may have their names entered on the list of electors in the polling division of the electoral district in which the member last resided in the Province.
- (4) A senator in the Parliament of Canada representing the Province who resides outside the Province, and the spouse or any dependent of the senator who lives with the senator and is otherwise qualified as an elector, may have their names entered on the list of electors in the polling division of the electoral district in which the senator last resided in the Province. **Section 38 (1) to (4).**

Time For Employee to Vote

- (1) An employee who is an elector is entitled, while the polls are open on election day, to three consecutive hours for the purpose of casting the employee's vote.
- (2) Where the employment of an employee does not permit the use of three consecutive hours of the employee's own time for voting, the **employer shall** allow the employee such additional time with pay from the hours of the employee's employment as may be necessary to provide the three consecutive hours, but the additional time for voting **must** be granted to the employee at the time of day that best suits the convenience of the **employer**.
- (3) This Section does not apply to an employee who is engaged in the operation and dispatch of scheduled railway trains, buses, motor transports, ships or aircraft and to whom the three consecutive hours mentioned in subsection (1) cannot be allowed without interfering with the scheduled operation or dispatch of the trains, buses, motor transports, ships or aircraft. **Section 131 (1) to (3).**

Further details on the Elections Act can be found at [Nslegislature.ca](https://www.nsls.gov.ca/).

NORTHWEST TERRITORIES

In the Northwest Territories, **employers must** uphold employees' voting rights under the [Elections and Plebiscites Act, Section 168](#) and the [Nunavut Elections Act, Sections 7 and 10](#). Qualified electors—Canadian citizens aged 18 or older and residents for at least 12 months—**must** have time off to vote. In the Northwest

Territories, employees are entitled to three consecutive hours, while in Nunavut, they are entitled to two consecutive hours. If work schedules do not provide this, **employers must** grant additional time off at their convenience without deductions in pay or penalties. Certain election officers and remote workers may be exempt.

Division C – Polling Day

Time Off for Employees to Vote

Time off to Vote

(1) If the hours of employment of an employee who is an elector do not provide the employee three consecutive hours to vote during the time the poll is open on polling day, the **employer shall** allow the employee such additional time off work as may be necessary to provide the employee with three consecutive hours to vote.

No Deduction from Pay

(2) An **employer shall** not make any deduction from the pay of an employee, or impose or exact from an employee any penalty, by reason of the absence of the employee from his or her work during the time that the **employer is required** to allow the employee to be off work under subsection (1).

Convenience of Employer

(3) An **employer required** under subsection (1) to allow an employee time off work may select a time that is convenient to the **employer**.

Deemed Deduction in Pay

(4) An **employer** is deemed to have made a deduction from an employee's pay under subsection (2) if, for the time off work the **employer is required** to allow an employee under subsection (1), the **employer** does not pay the employee the amount that the employee would normally earn if he or she had worked during that time. **Section 168 (1) to (4)**.

Part II – Democratic Rights

Voting Rights

Right to Vote

(1) Every person has a right to vote in an election if, on election day, the person is or would be:

- (a) a citizen of Canada;
- (b) at least 18 years of age; and
- (c) a resident in Nunavut for a consecutive period of at least 12 months.

Disqualification

(2) A person who is otherwise qualified to be a voter is not entitled to vote if, on election day, the person:

- (a) is subject to a regime established to protect the person or the person's property, pursuant to the law of Nunavut, a province or a territory, because the person is incapable of understanding the nature and appreciating the consequences of

the person's acts;

(b) is involuntarily confined to a psychiatric or other institution as a result of being acquitted of an offence under the Criminal Code by reason of a mental disorder; or

(c) had been convicted, within the previous five years, of an offence under this Act or an elections offence under an enactment of Canada, Nunavut, a province or another territory. **Section 7 (1) (2).**

For more information:

- Right to time to vote, Convenience of employer, Deduction in pay or penalties, Hourly and piece-work workers, Deemed deduction in pay, Exempted voters **Sections 10 (1) to (6).**

Further details on the Elections and Plebiscites Act and Nunavut Elections Act can be found at Justice.Gov.Nt.Ca and CanLii.Org.

NUNAVUT

In Nunavut, **employers must** comply with the [Nunavut Elections Act, Sections 10 and 244](#), by allowing employees two consecutive paid hours off to vote if their work schedule does not permit it. **Employers** cannot deduct pay, penalize, or interfere with this right, and doing so is an offence.

PART II – DEMOCRATIC RIGHTS

Right to Time to Vote

(1) A voter has a right to two consecutive hours for the purpose of casting his or her vote and, if the hours of employment of the voter do not allow for two consecutive hours, the employer shall allow the voter any additional time for voting that may be necessary to provide these two consecutive hours.

Convenience of Employer

(2) The time off work for voting shall be granted at the convenience of the employer and no employer shall penalize the voter for not working during that time.

Deduction in Pay or Penalties

(3) No employer shall make any deduction from the pay of an employee or impose on or exact from an employee any penalty by reason of the absence of the employee from work during these consecutive hours.

Hourly and Piece-Work Workers

(4) A voter who is paid on an hourly, piece-work or other basis and who would normally work during the period of time off work that an employer is required to grant under this section has a right to be paid for that time at the voter's average rate of pay for equivalent time.

Deemed Deduction in Pay

(5) For the purposes of this section, an employer shall be deemed to have made a deduction from the pay of an employee if the employer does not pay the employee the

amount that the employee would normally have earned during the time the employee was absent for the purpose of casting his or her vote.

Exempted Voters

(6) This section does not apply to any election officer or member of the staff of Elections Nunavut or to any employee who, by reason of employment, is so far away from a polling place that the employee would be unable to reach a polling place during the hours it is open. **Section 10(1) to (6).**

PART X – OFFENCES AND PUNISHMENT

Offence

- (1) An employer is guilty of an offence if he or she, directly or indirectly,
- (a) refuses or by intimidation, undue influence, or in any other way, interferes with the time off work to which the voter is entitled under section 10;
 - (b) does not pay the voter in accordance with section 10; or
 - (c) otherwise penalizes the voter contrary to section 10.

Effect of Agreement

(2) Where an employer is required to allow an employee additional time for voting, the employer does not commit an offence for the reason only that the employee works during all or part of the additional time under an agreement with the employer. **Section 244(1)(2).**

Further details on the Nunavut Elections Act can be found at nunavutlegislation.ca.

ONTARIO

In Ontario, **employers must** uphold employees' voting rights under the [Election Act](#), **Sections 6 and 15**. Qualified electors—Canadian citizens aged 18 or older and residents of their electoral district—**must** have three consecutive hours to vote on polling day. If work schedules do not allow this, employees may request additional time, which **must** be granted without pay deductions or penalties, at the **employer's** convenience. **Employers must** also grant unpaid leave to employees serving as poll officials, without it affecting vacation entitlement.

Employees Serving or Voting at an Election

Time off for Employees to Participate in Election

(1) Subsection (1.1) applies in respect of an employee who is a returning officer or has been appointed by a returning officer to be a poll official.

Leave

(1.1) Every **employer shall**, on an employee's request made at least seven days before the leave is to begin, grant the employee leave to perform his or her duties under this Act; the **employer shall** not dismiss or otherwise penalize the employee because the employee has exercised the right to be granted leave.

Remuneration

(2) The **employer** is not **required** to remunerate an employee for any leave granted under subsection (1.1), but such leave **shall** not be subtracted from any vacation entitlement.

Employees to have Three Consecutive Hours for Voting

(3) Every employee who is qualified to vote **shall**, while the polls are open on polling day at an election, have three consecutive hours for the purpose of voting and, if the hours of his or her employment do not allow for three consecutive hours, the employee may request that his or her **employer** allow such additional time for voting as may be necessary to provide those three consecutive hours and the **employer shall** grant the request.

Deduction from Pay Prohibited

(4) No **employer shall** make any deduction from the pay of any employee or impose upon or exact from the employee any penalty by reason of his or her absence from work during the consecutive hours that the **employer** is **required** to allow under subsection (3).

Time off Best Suited to Convenience of Employer

(5) Any time off for voting as provided in subsection (3) **shall** be granted at the time of day that best suits the convenience of the **employer**. **Section 6 (1) to (5)**.

Qualification of Electors

Electors

(1) In an electoral district in which an election to the Assembly is to be held, every person is entitled to vote who, on the general polling day,

- (a) has attained eighteen years of age;
- (b) is a Canadian citizen;
- (d) resides in the electoral district; and
- (e) is not disqualified under this Act or otherwise prohibited by law from voting.

Intention to Return to Ontario

(1.1) Despite clause (1) (d), a person who ceased to reside in the electoral district within the two years before polling day is entitled to vote there if,

- (a) he or she resided in Ontario for at least 12 consecutive months before ceasing to reside in Ontario;
- (b) he or she intends to reside in Ontario again; and
- (c) his or her last Ontario residence was in the electoral district.

Exceptions to Two-Year Limitation

(1.2) The two-year limitation in subsection (1.1) does not apply to,

- (a) a person who is absent from Ontario,
 - (i) on active military duty as a member of the armed forces of Canada,

(ii) in the service of the Government of Ontario, or

(iii) to attend an educational institution;

(b) a person who is absent from Canada in the service of the Government of Canada; or

(c) a person who is absent from Ontario as a member of the family of a person to whom clause (a) or (b) applies.

Temporary Lodging Place of Post-Secondary Student

(1.3) Despite clause (1) (d), a person who is temporarily living away from his or her residence in order to attend a university, college of applied arts and technology or other post-secondary institution is entitled to vote,

(a) in the electoral district where he or she is temporarily living; or

(b) in the electoral district where his or her residence is located.

Evidence of Person Claiming to be Elector

(2) For the purposes of this section, a statutory declaration by a person claiming to be entitled to vote is proof, in the absence of evidence to the contrary, of the facts declared to.

Requirement to Receive Ballot and Vote

(3) In order to receive a ballot and vote, an elector's name **must** appear in the list of electors or on a certificate to vote or have been lawfully added under this Act. **Section 15 (1) to (3).**

Further details on the Election Act can be found at [Ontario.Ca](http://Ontario.ca).

PRINCE EDWARD ISLAND

In Prince Edward Island, **employers must** uphold employees' voting rights under the [Election Act, Sections 20, 21 and 81](#). Qualified electors—Canadian citizens aged 18 or older and residents of the province for at least six months—**must** have at least one hour off to vote on polling day. If work schedules do not provide this, **employers must** grant additional paid time off as necessary at their convenience. **Employers cannot** interfere with or intimidate employees regarding their voting time, and violations are considered an offence.

Qualifications for Electors

Inclusion on List of Electors

Subject to sections 24.1 and 65.1, a person may have the person's name included on the list of electors for a polling division, if the person:

(a) is 18 years of age, or will attain that age on or before ordinary polling day;

(b) is a Canadian citizen or will attain citizenship on or before ordinary polling day;

(c) has been ordinarily resident within the meaning of section 22 or 23:

(i) in the province for the 6 months immediately preceding the date of the election, and

(ii) in the polling division on the date of the election. **Section 20.**

Persons not Eligible as Electors

The following persons, during each person's term of office, are not entitled to be included on the list of electors:

(a) the Chief Electoral Officer;

(b) the Deputy Chief Electoral Officer. **Section 21.**

Time Off for Voting

Employee to Have Time off for Voting

(1) An employee, who is an elector, **shall**, while the poll is open on ordinary polling day, have a reasonable and sufficient time, not to be less than one hour, for the purpose of casting the employee's vote.

Time off with Pay, Special Case

(2) If the employment of an employee does not permit the use of one hour of the employee's own time for voting, the **employer shall** allow the employee such additional time with pay from the hours of the employee's employment as may be necessary to provide the one hour, but the additional times for voting **shall** be granted to the employee at the time of day that best suits the convenience of the **employer**.

Application of Section

(3) This section does not apply to an employee who is engaged in the operation and dispatch of scheduled buses, motor transports, ships and aircraft, and to whom the time mentioned in subsection (1) cannot be allowed without interfering with the scheduled operation or dispatch of buses, motor transports, ships, or aircraft.

Intimidation etc. by Employer, Offence

(4) An **employer** who refuses, or by intimidation, undue influence, or in any other way, interferes with the use by an employee of the time for voting, or fails to pay the employee as provided in this section, is guilty of an offence. **Section 81 (1) to (4).**

Further details on the Election Act can be found at PrinceEdwardIsland.ca.

QUÉBEC

In Québec, **employers must** uphold employees' rights under the [Election Act](#), **Sections 1-4 and 248-255**. Qualified electors—Canadian citizens aged 18 or older and domiciled in Québec for six months—**must** be registered on the electoral list to vote. **Employers must** grant unpaid leave to employees running as candidates or acting as official agents, ensuring they retain employment benefits except remuneration and reinstating them under the same or better conditions after the leave. **Employers** cannot dismiss, penalize, or reduce employment benefits due to election leave.

Division II – Leave of Candidates and Official Agents

Every **employer shall**, upon written request, grant a leave without pay to an employee who is a candidate or intends to become one. The request may be made at any time from the date of the order instituting the election.

The employee's leave begins on the day requested by the employee and ends on the thirtieth day following the expiry of the period for filing nomination papers if he is not a candidate, or if he is, on the thirtieth day following the declaration of election.

The employee may terminate his leave at any time. **Section 248.**

Every **employer shall**, upon written request, grant a leave without pay to an employee who acts as the official agent of a candidate. The request may be made at any time from the receipt by the returning officer of the nomination paper of the candidate for whom the employee acts as official agent.

Every **employer shall**, upon written request, grant a leave without pay to an employee who acts as the official agent of an authorized party. The request may be made at any time from the date of the order instituting the election.

The employee's leave begins on the day requested by the employee and ends on the one hundred and twentieth day following polling day.

The employee may terminate his leave at any time. **Section 249.**

A leave may be full time or part time, according to the employee's request. Where an employee requests part-time leave, he **shall** specify the days and hours of his leave. **Section 250.**

Notwithstanding any agreement or Act inconsistent herewith, an employee is entitled, throughout his leave as a candidate or official agent, to all the benefits attached to his employment, except his remuneration. **Section 251.**

An employee who makes a written request to that effect at the beginning of his leave may, while on leave, continue to contribute to all the plans in which he participates, provided he pays the totality of the premiums, including the **employer's** contribution. **Section 252.**

At the expiry of the leave, the **employer shall** reinstate the employee, with the conditions of employment prevailing before the beginning of the leave or conditions more favourable to the employee, as provided in the collective agreement or, failing that, the agreement between the **employer** and the employee, taking into account the benefits to which he continued to be entitled during his leave. **Section 253.**

No **employer** may, by reason of a leave, dismiss, lay off, suspend, demote or transfer an employee or give him less favourable conditions of employment than he is entitled to or diminish any benefit attached to his employment and to which he is entitled.

Nor **shall** he subtract the duration of the leave from the period of vacation of the employee. **Section 254.**

An employee believing himself to be the victim of a contravention of a provision of this division may file a complaint with the Administrative Labour Tribunal. The provisions applicable to a remedy relating to the exercise by an employee of a right under the Labour Code (chapter C-27) apply in such a case, with the necessary modifications.

An employee governed by a collective agreement or the association certified to

represent him may elect to invoke the grievance settlement and arbitration procedure instead of filing a complaint with the Administrative Labour Tribunal. Sections 17, 100 to 100.10 and 139 to 140.1 of the Labour Code then apply, adapted as **required**.

Where a complaint is filed with the Administrative Labour Tribunal and at the same time the grievance settlement and arbitration procedure is invoked, the arbitrator **must** refuse to hear the grievance. **Section 255**.

For more information:

Title I – Electors

- Chapter I – Qualified Electors. **Sections 1 to 4**.

Further details on the Election Act can be found at [Gouv.Qc.Ca](#).

SASKATCHEWAN

In Saskatchewan, **employers must** uphold employees' voting rights under the **[Election Act](#), Sections 16, 17, and 60**. Qualified electors—Canadian citizens aged 18 or older and residents for at least six months—**must** be given three consecutive hours off to vote on polling day. If work schedules do not allow this, **employers must** provide additional time off at their convenience, without deductions in pay or penalties. **Employers** are prohibited from interfering, intimidating, or unduly influencing employees regarding their voting time.

Part III – Voters and Enumeration

Entitlement To Vote

Who is Entitled

(1) An individual is entitled to vote during an election if he or she:

(a) on polling day is a Canadian citizen;

(b) on polling day is at least 18 years old; and

(c) subject to sections 18 and 18.1, on the day on which the writ for that election was issued:

(i) has ordinarily resided in Saskatchewan for at least six months immediately preceding that day; and

(ii) is ordinarily resident in the constituency in which he or she seeks to vote.

(2) An individual who is a British subject is entitled to vote during an election if he or she:

(a) was qualified as a voter on June 23, 1971; and

(b) on the day on which the writ for that election was issued:

(i) has ordinarily resided in Saskatchewan for at least six months immediately preceding that day; and

(ii) is ordinarily resident in the constituency in which he or she seeks to vote.

(3) An individual who is entitled to vote in an election is also entitled to be registered on a voters' list as a voter.

(4) An individual is entitled to be registered only on the voters' list for the polling division in which he or she ordinarily resided on the day on which the writ for that election was issued.

(4.1) Notwithstanding subsection (4), an individual is entitled to vote within the polling division in which the individual ordinarily resides on polling day, if that polling division is different than the polling division mentioned in subsection (4).

(5) Notwithstanding subsections (3) and (4) and subject to Division E [Special Voting Procedures], in a general election, a candidate, and any spouse or dependent of that candidate who lives with the candidate and who is entitled to vote, are entitled:

(a) to choose to have their names registered on the voters' list for any one of the following polling divisions:

(i) the polling division in which the candidate ordinarily resides;

(ii) any polling division in the constituency in which the candidate is a candidate; and

(b) to vote only in the polling division that they choose pursuant to clause (a) or at an advance poll in that constituency. **16 (1) to (5).**

Who is not Entitled

Notwithstanding section 16, the following individuals are not entitled to vote during an election:

(a) a person who is ineligible to vote pursuant to this Act because of a conviction within the previous five years for engaging in corrupt practices;

(d) the Chief Electoral Officer. **Section 17 (a) to (d).**

For more information:

DIVISION D

Voting

- Employees entitled to vote. **Section 61 (1) to (5).**
- Hours of voting. **Section 62 (1) to (3).**

Further details on the Election Act can be found at Saskatchewan.ca.

YUKON TERRITORY

In Yukon, **employers must** uphold employees' voting rights under the **[Elections Act, Sections 3-5 and 309-313](#)**. Qualified electors—Canadian citizens aged 18 or older and residents of Yukon for at least 12 months—**must** have four consecutive hours off to vote on polling day. If work schedules do not allow this, **employers must** provide additional time off at their convenience without deductions in pay or penalties. Exceptions apply to emergency, public transportation, and public health employees,

who **must** receive advance notice to vote early. **Employers** interfering with voting rights may face penalties.

Voting Eligibility

Qualification as an Elector

Except as otherwise provided in this Act, every person who is or becomes resident in a polling division between the issue of the writ and the close of polls on polling day and who:

- (a) on polling day has reached the age of 18 years;
- (b) on polling day is a Canadian citizen;
- (c) on polling day has been resident in the Yukon for the previous 12 months; and
- (d) at a by-election only, continues to be resident in the electoral district until polling day, is qualified as an elector to vote in that polling division. **Section 3 (a) to (d).**

Right to Vote at a Polling Station

Except as otherwise provided in this Act, every person may vote at a polling station in the person's polling division if:

- (a) qualified as an elector under this Act; and
- (b) qualified to be included on the list of electors in the polling division. **Section 4.**

Persons not Qualified to Vote

The chief electoral officer and the assistant chief electoral officer are not qualified to vote at an election and **shall** not vote at an election. **Section 5.**

Part 3 – Election Requirements

Employee Voting

Four Consecutive Hours

- (1) An employee who is a qualified elector **shall**, while the polls are open on polling day at an election, have four consecutive hours for the purpose of voting.
- (2) If the hours of the employee's employment do not allow for four consecutive hours, the **employer shall** allow any additional time for voting that may be necessary to provide that much time, but the additional time for voting **shall** be granted at the convenience of the **employer**. **Section 309 (1) (2).**

No Deduction from Pay

No **employer shall** make any deduction from the pay of any employee nor impose any other penalty on an employee for the employee's absence from work pursuant to section 309. **Section 310.**

Notice to Vote at an Advance Poll

- (1) Subject to subsection (2), an **employer** is not **required** to ensure an employee has

four consecutive hours to vote on polling day as **required** by section 309 if:

(a) the employee is employed to provide emergency services, scheduled public transportation services, or public health or safety services; and

(b) the provision of the time for voting to the employee would cause significant inconvenience or risk to the public.

(2) An **employer** who, pursuant to subsection (1), does not provide four consecutive hours to an employee to vote on polling day, **shall** give the employee sufficient notice to enable the employee to vote at an advance poll or to make other arrangements to vote before polling day. **Section 311 (1) (2).**

Offence by Employer

Every **employer** who directly or indirectly refuses to grant to any employee who is an elector, or who by intimidation, undue influence or in any other way interferes with the granting to any such employee of whatever additional time may be necessary to allow the employee to have four consecutive hours for voting as provided in section 309 is guilty of an offence. **Section 312.**

Government of the Yukon is an Employer

For the purposes of sections 309 to 312 the Government of the Yukon is an **employer** and is bound by sections 309 to 312. **Section 313.**

Further details on the Elections Act can be found at Laws.Yukon.Ca.