



International  
**LONGSHORE & WAREHOUSE  
UNION**

April 19, 2011

## **LOCAL 500 BULLETIN**

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# **FEDERAL ELECTION**

## **Monday, May 2, 2011**

### **Polls Open 7:00 am - 7:00 pm**

(please note the Local 500 office  
**WILL CLOSE AT 4:00 PM**)

The Canada Elections Act provides that **every employee who is qualified to vote is entitled to three consecutive hours, between the opening and closing of the Polls, in which to cast their vote.** Assuming existing voting times do not change, employees scheduled to commence work after 10:00 a.m. or finish work by 4:00 p.m. will require no extra time off for voting.

However **employees eligible to vote and who commence work during the Day Shift at 8:00 a.m. should be released at 4:00 p.m.** in order to meet the time requirement of 3 consecutive hours off prior to the 7:00 p.m. closing of the Polls. The Canada Elections Act confirms that such period of time granted to the employee may be scheduled "at the convenience of the employer". Therefore, it is up to the Employer to determine whether an employee is permitted a late start or early finish on the day of the election.

The Canada Elections Act is also clear that **employers may not make a deduction from the wages of an employee or impose a penalty on an employee for the time he or she is allowed for voting.** Employees released for the purpose outlined above should be paid as if they worked the full shift.

Peter Haines  
Secretary Treasurer