

February 25, 2025

### HUMAN RESOURCES COMMUNIQUÉ

#### Time-off for Voting – Provincial Election

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In accordance with the [Elections Act \(Ontario\)](#), the following will apply for the upcoming provincial election on **Thursday, February 27, 2025**:

Where an employee's hours of work prevent them from having the three (3) consecutive voting hours required by the Act, the employer "shall allow the time for voting that is necessary to provide those three (3) consecutive hours". The time off is paid.

Where an employee has three consecutive (3) hours that fall within the voting hours, but fall outside of their work hours, there is no obligation to provide paid time off from work.

If requested, employees should be allowed three (3) consecutive hours to vote during the period that the polls are open. The polls will be open from 9:00 a.m. - 9:00 p.m. Within these time limits, all enfranchised University staff must be permitted time off to exercise their right to vote.

If a supervisor is required to let an employee leave early or arrive late to fulfil the above requirements, no deductions from pay are to be made.

If you have any questions, please contact your [Human Resources Consultant](#).



Erin Detlor, Director of Staff Relations

**PLEASE POST THIS COMMUNIQUÉ FOR THE INFORMATION OF ALL STAFF**

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