

# EMPLOYERS' ALERT

ISSUE 27 • OCTOBER 2010 • MUNICIPAL ELECTIONS ACT

Upcoming Teleseminar:  
An Update on Social Networking  
& Internet Use  
November 23, 2010  
12 noon EST

The internet and social media are rapidly becoming our principal form of communication. How do you develop an effective internet and social networking policy? Can your social networking policy cover out-of-office online activities? What are the expectations of privacy in an online world?

Join Christine Thomlinson and Sarah Vokey for an informative hour-long session. The \$99 fee allows 4 people from your organization to participate.

This program will cover why an employee's online activity matters; the elements of an effective internet and social media policy; key steps to protect your workplace and its reputation online while respecting privacy laws; and more.

To register please visit our [website](#) or email [teleseminar@rt-law.ca](mailto:teleseminar@rt-law.ca)

## Welcome Sarah Vokey!

We are pleased to announce that Sarah Vokey has joined Rubin Thomlinson LLP to establish her practice in employment law and workplace human rights.



Sarah studied law at the University of Windsor. It took just one course in employment law during her third year of law school for Sarah to realize she had found her calling.

Sarah has joined our team to help others solve challenging problems, to protect and preserve human rights, and to help others resolve disputes through ADR, as well as through the Courts.

As a valued member of the RT team, Sarah supports both employee and employer clients with legal counsel and research on a wide variety of employment law issues. She describes her work as a privilege.

You can reach Sarah at [sarah@rt-law.ca](mailto:sarah@rt-law.ca) or at (416) 847-1814 x 113.

## Election Notice: Employees must be given time off to vote

**The 2010 Municipal Elections will be held on October 25 and polling stations will be open from 10:00 a.m. until 8:00 p.m. The *Municipal Elections Act* states that on polling day, all employees who are Canadian citizens, a resident of an electoral district in Ontario, are at least 18 years of age and who are not prohibited from voting for any other reason, are entitled to three consecutive hours off from work in order to vote without any loss of pay. If the employee's hours of work are such that he or she would not otherwise have three consecutive hours to vote, he or she is entitled to be absent from work as long as is necessary to allow for that amount of time.**

**The absence should be timed to suit the employer's convenience as much as possible, and the employer cannot deduct pay or impose**

**any other penalty for the absence.**

**The decision as to which hours during the working day an employee is allowed to be absent is to be made at the convenience of the employer. For example, an employee who works from 9:00 a.m. to 4:30 p.m., has at least three hours to vote after normal working hours and time off need not be given. Alternatively, if an employee works from 10:00 a.m. to 7:00 p.m. some time off must be given to allow for voting, but it doesn't necessarily have to be during the middle of the employee's working day. In this last example, if the employee were allowed to leave work at 5:00 p.m. he or she would still have at least three hours in which to vote. ●**

.....  
**“The absence should be timed to suit the employer's convenience as much as possible, and the employer cannot deduct pay or impose any other penalty for the absence.”**  
.....

This alert is prepared as a service for our clients and other persons dealing with employment issues. It is not intended to be a complete statement of the law or an opinion on any subject. Although we endeavour to ensure its accuracy, no one should act upon it without a thorough examination of the law after the facts of a specific situation are considered, and without seeking the advice of legal counsel. No part of this publication may be reproduced without prior written permission of Rubin Thomlinson LLP. This has been sent to you courtesy of Rubin Thomlinson LLP.