



Message to employees

CANADA'S SEPT. 20 FEDERAL ELECTION:
VOTING GUIDANCE FOR EVRAZ NA
EMPLOYEES

On Monday, Sept. 20, 2021, Canadians go to the polls to vote in the 44th Federal Election. Eligible voters may cast their ballot in Saskatchewan between 7:30 a.m. and 7:30 p.m. (local time). Under *The Election Act, 1996*, voters are entitled to receive *three consecutive hours to vote*.

Voter requirements for Canada's September 20th Federal Election include:

- Canadian citizenship,
- Individuals 18 years-of-age or older

Eligible EVRAZ NA employees are entitled to receive *three consecutive hours to vote* while polls are open. Paid time off must be provided to the extent necessary to allow three consecutive hours for voting. These three hours are to be granted at the discretion of the employer.

The Election Act, 1996 prohibits an employer from deducting pay or imposing any penalty for time off to vote as required by the Act. No employer may pay an employee less than the amount the employee would have earned on polling day if they had continued to work during the time allowed for voting. This is the case regardless of whether the employee is paid on an hourly, piece-work, salaried or any other basis.

The law does not require employees to request time off to vote. An employer is not required to provide paid time off if an employee has three consecutive hours free from work while the polls are open. For example, an employee who completes work by 4:30 p.m. will have three consecutive hours for voting and is not entitled to time off. If, however, an employee works from 9:00 a.m. to 5:00 p.m., that employee would be entitled to paid time off to vote. To ensure minimal disruption to the employee's regular work day, while at the same time complying with the law, an employer in these circumstances could allow the employee to leave work half-an-hour early, at 4:30 p.m.