

RED DEER PUBLIC LIBRARY	SUBJECT: PERSONNEL POLICIES POLITICAL ACTIVITY	SECTION: 7.31 PAGE: 1 DATED MAY 2002
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## **7.31 POLITICAL ACTIVITY**

- .01 Employees are permitted to participate in Federal, Provincial or Municipal elections.
- .02 Employees who wish to run as a candidate in Federal or Provincial elections must take a leave of absence without pay commencing on the date after the writ for the election is issue or on the day following the day their candidacy is publicly announced, whichever is later.
- .03 An employee who is elected to a Federal or Provincial office shall resign, effective the last day worked prior to the commencement of leave of absence.
- .04 An employee who is a candidate for municipal office and who is elected may continue to be employed provided there is no apparent conflict of interest between his or her duties with the Board, his or her election as a public official, and the Libraries Act of Alberta.
- .05 Under the various election acts, employers are required to ensure that their employees have a number of consecutive hours available to them in order to vote during the time the polls are open. The consecutive hours required are as follows:
- a) Provincial/ municipal elections - three consecutive hours
  - b) Federal elections - four consecutive hours

If an employee's work schedule is such that he or she will not have the required consecutive hours off, either before or after his shift, then that employee shall be given sufficient leave with pay, either at the beginning or the end of the shift, to provide for the required number of consecutive hours.