

**Impacts of an  
October 2025 Fixed-  
Date General  
Election on  
Religious and  
Cultural Groups**  
**Consultation Report**  
**August 2024**



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# Context

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## Background

Since the 2007 introduction of fixed election dates in Canada, the *Canada Elections Act* (CEA) provides that, subject to the government's discretion to call an election at any time, each general election must be held on the third Monday in October in the fourth year following the previous general election (i.e. election day or polling day).

The CEA currently grants the Chief Electoral Officer (CEO) the discretion to recommend to the government an alternate day for the general election, if the CEO is of the opinion that the date is not suitable, including by reason of its conflicting with a day of cultural or religious significance, or a provincial or municipal election. Under the CEA, if a recommendation is made and accepted, the alternate day must be either the next day or the following Monday. Advance polling days also need to be adjusted if election day changes. Any such recommendation must be decided upon by August 1 of the election year. Under current legislation, the fixed date for the next federal general election is Monday, October 20, 2025.<sup>1</sup>

In 2019, the fixed date for the 43rd general election fell on October 21. This date presented a direct conflict with Shemini Atzeret and Simchat Torah, two holy days in the Jewish religious calendar. In addition, the four days of advance polls coincided or overlapped with other Jewish holy days. The conflict between the Jewish religious calendar and 2019 electoral calendar impacted in different ways and to different degrees the ability of observant Jewish electors and candidates to participate in the electoral process. Elections Canada developed an action plan to accommodate electors observing Jewish holidays. Returning officers worked with Jewish community leaders in 54 of 338 federal ridings (where adjusted 2016 census data showed the Jewish population to be over 1 percent) to design local solutions to meet community needs.

Following the 2019 election, the CEO committed to a post-election review of the fixed-date election, which would consider input from a variety of religious and cultural communities. This input informed the CEO's 2022 recommendations to Parliament regarding the electoral calendar and the fixed-date election currently set out in the CEA. The results of this consultation can be found on [Elections Canada's website](#).

In 2021, during the 44th GE, three First Nations communities in the riding of Kenora, Ontario, did not have a poll in their communities on election day, despite one being advertised on the voter information card. The returning officer replaced the election day

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<sup>1</sup> At the time of writing this report, [Bill C-65, An Act to amend the Canada Elections Act](#), has been introduced to Parliament. Tabled in March 2024 in the House of Commons, it has passed second reading and has been referred to the Standing Committee on Procedure and House Affairs for consideration. If it passes, the bill may change the date of the fixed-date general election and the duration of advance polls.

poll with a one-day advance poll because hunting and cultural activities were taking place on election day. The change was not communicated clearly to electors or to the community leadership ahead of election day. A post-election [report](#) on the incident pointed to a need for Elections Canada to review how it plans for and delivers election services in First Nations communities.

In 2022, the CEO submitted his report [Meeting New Challenges: Recommendations from the Chief Electoral Officer of Canada following the 43rd and 44th General Elections](#). Recommendation 7.2.1 reads as follows:

- To improve the accessibility of the election by setting an inclusive election date, amend the Act as follows:
  - Provide for a designated period in the fourth year following the previous general election (e.g. within the first four weeks beginning in October) within which polling day must occur.
  - Require Elections Canada to consult with religious and cultural communities regarding an appropriate date for polling day one year before the designated election period.
  - Require the CEO to make a public recommendation to the Governor in Council regarding polling day, based on their consultations. The CEO's recommendation should be made no later than 12 months prior to the beginning of the designated period.
  - Require the Governor in Council, within one month of receiving the recommendation, to either adopt the date recommended by the CEO or to choose another date within the designated period and issue an Order in Council to that effect.

In the spirit of this recommendation and to ensure that the 2025 fixed-date election is as accessible and as inclusive as possible, Elections Canada consulted with religious and cultural groups, national Indigenous organizations, as well as Indigenous community leaders across the country to identify any potential conflicts and assess how it may best organize polling days to mitigate them.

## Approach

Elections Canada consulted in two ways to identify the days of cultural, religious and traditional significance for the communities and the impacts of conflicts between these days and electoral participation.

First, Elections Canada conducted a written consultation with groups and organizations in its [Inspire Democracy](#) network, a program that works with stakeholders to reduce barriers to electoral participation. Elections Canada reached out to its network of contracted and non-contracted stakeholders. This included a total of 121 contacts from Buddhist, Christian, Hindu, Jewish, Muslim, Sikh and interfaith groups, as well as

Indigenous organizations and institutions serving Indigenous people. The lists of contacts are available in [Annexes A](#) and [B](#).

Elections Canada sent its contacts an email on June 10, 2024, inviting them to identify, in a pre-populated table, any days of significance that may conflict with electoral participation. There were three types of conflicts: conflicts with voting, conflicts with working at the election and conflicts with running as a candidate. Please see the table in [Annex C](#). Participants were asked to reply before June 28, 2024.

Secondly, returning officers connected with the Indigenous community leaders in their electoral districts. Returning officers were mandated between June 20 and July 19, 2024, to connect with Indigenous community leaders in their electoral districts. Elections Canada provided an email template for them to invite Indigenous leaders to identify days of significance for their community. The goal was to understand how Elections Canada could better accommodate their communities during polling days in a fixed-date election calendar, should one take place in 2025.

Returning officers asked Indigenous community leaders to share any dates of events and traditional activities taking place between September 25 and November 11, 2025, that could conflict with a possible fixed-date election calendar—they did not require that their contacts specify which type of electoral participation (voting, working at an election and running as a candidate) would be impacted.

# Results

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## Participation

Out of 121 invitations to participate that were emailed to stakeholders in the Inspire Democracy Network, Elections Canada received 21 responses. This included 2 responses from Christian contacts, 7 responses from Indigenous contacts, and 12 responses from Jewish contacts.

Through the special mandate of returning officers to reach out to Indigenous communities in their riding, returning officers reached out to 747 Indigenous communities and received responses from 449.

## Findings

### Religious communities

Respondents submitted the filled-out table and several shared comments. For the full list of conflicts identified by respondents, please see [Annex C](#). While the table included days of significance for the entire year, this analysis will focus on the dates between September 25 and November 11, 2025. These dates were chosen based on the widest interpretation of the proposed legislative changes to the CEA in Bill C-65. If enacted into law, the bill would allow for more alternate days, up to two weeks before and after the fixed date.

A few conflicts have been identified (Table 1) for the days between September 25 and November 11. It is important to note that there are many identified days of significance for which we did not receive answers. To fill in the missing information, the results of Elections Ontario's report, "Electoral Events: Days of Cultural and Religious Significance in 2024," were used to complete the table below.<sup>2</sup> They are identified by "(E-ON)."

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<sup>2</sup> "Elections Ontario has consulted with recognized organizations from cultural and religious communities that represent at least one per cent of Ontario's population. In the summer of 2023, Elections Ontario conducted e-mail consultations with [...] organizations to determine the days of cultural and religious significance for 2024 and to confirm if any of these days would pose a barrier to voting for electors in their communities. This methodology has proven to be successful in the past and has informed the [Elections Ontario] 2024 report." *Electoral Events: Days of Cultural and Religious Significance in 2024*.

**Table 1 – Days of Significance for Religious and Cultural Communities in Conflict with Electoral Participation Between September 25 and November 11, 2025**

Date	Day of Significance	Group/Calendar	Conflicts
September 27, 2025	The Exaltation of the Precious and Life-Giving Cross	Christian Orthodox (Old Calendar)	Voting (E-ON) <sup>3</sup>
September 29, 2025	Michaelmas	Christian Protestant	Voting (E-ON)
October 1, 2025	Eve of Yom Kippur	Jewish	Voting; working
October 1, 2025	The Holy Protection of the Theotokos	Christian Orthodox (New Calendar)	Voting
October 2, 2025	Dussehra (Dasara)	Hindu	Voting (E-ON)
October 2, 2025	Yom Kippur	Jewish	Voting; working; running as a candidate
October 7–13, 2025	Sukkot	Jewish	Voting; working; running as a candidate
October 14, 2025	The Holy Protection of the Theotokos	Christian Orthodox (Old Calendar)	Voting (E-ON)
October 14–15, 2025	Shemini Atzeret	Jewish	Voting; working; running as a candidate
October 15, 2025	Simchat Torah	Jewish	Voting; working; running as a candidate
October 17–22, 2025	Diwali	Sikh	Voting (E-ON)
October 20, 2025	Diwali	Hindu	Voting (E-ON)
October 20, 2025	Bandi Chhor Divas	Sikh	Voting (E-ON)
October 28, 2025	The Holy Protection of the Theotokos	Christian Orthodox (New Calendar, Greek)	Voting
November 1, 2025	All Saints' Day	Christian Protestant	Voting (E-ON)
November 2, 2025	All Souls' Day	Christian Catholic	Voting (E-ON)
November 5, 2025	Gurpurab of Guru Nanak Dev Sahib	Sikh	Voting (E-ON)

<sup>3</sup> Elections Ontario's consultation focused on conflicts with voting only.

Generally, respondents noted more conflicts with voting than with working at an election or running as a candidate. Some respondents also noted that the days in the list were correct but did not identify any conflicts.

Many respondents from the Jewish community noted that their holidays start at sundown the day before the date in the table; therefore, the same conflicts would apply to the evening before the day of significance. Some also noted that from sunset on Fridays through Saturday evening is also a conflict every week of the year, which can interfere with the option of going to advance polls as a mitigation for conflicts with election day.

## **Indigenous communities**

Results of the responses received by Indigenous contacts in the Inspire Democracy program and by returning officers from Indigenous communities in their ridings showed similar conflicts.

From September 25 to November 11, a range of events that would impact electoral participation for Indigenous electors were identified (Table 2). These include events with approximate dates and range from national days to local events.

Many responses included notes that varying dates between mid-September and late October are traditional times of hunting, harvesting, fishing and feasts. For example, traditional moose hunting, cultural weeks and high harvesting times will take place during the September 25 to November 11 timeframe and, in many cases, their specific dates cannot be determined this far in advance. Many events will also be taking place, including some where a large part of the community might be away. Therefore, it will be important to communicate with communities in the months leading up to the next federal general election to find solutions and possible mitigation strategies if polling days coincide with said events.

**Table 2 – Days of Significance for Indigenous Communities**

Date	Event	Province and Community (if applicable)
September 25, 2025	Formal signing of Treaty 6	Alberta–Enoch
September 28, 2025	Commemoration of Joyce Echaquan	Quebec–Les Atikamekw de Manawan
September 30, 2025	National Day for Truth and Reconciliation/Orange Shirt Day	All
End of September	Fort Folly First Nation Pow Wow	New Brunswick–Fort Folly First Nation
September 10–October 31, 2025	Fall Fishing Season	Quebec–Eel River Bar First Nation
September–October	Traditional hunting season(s)	Many communities
October–dates to be determined	Indian National Finals Rodeo	Alberta–Banff–Airdrie, Goodstoney, Stoney, Chiniki and Bearspaw
October–dates to be determined	Regional meeting of all hamlet mayors	Nunavut–Coral Harbour
October 1, 2025	Treaty Day	All
October 3, 2025	Treaty 3 Signing	Wabigoon Lake Ojibway Nation
October 4, 2025	Missing and Murdered Indigenous Women and Girls in Canada/Sisters in Spirit Day	All

Date	Event	Province and Community (if applicable)
October 4, 2025	Commémoration de la survie de la communauté d'Odanak après le massacre de Rogers	Quebec–Première Nation des Abénakis de Wôlinak–Odanak
October 4, 2025	Community Assembly	Yukon–Nahanni Butte
October 4–7, 2025	Beausoleil First Nation Band Meetings	Ontario–Beausoleil First Nation (Christian Island)
October 6–10, 2025	Cultural Week	Quebec–Pekuakamiulnuatsh First Nation
October 6–10, 2025	Cultural Week	Quebec–Les Atikamekw de Manawan
October 8–12, 2025	Potlatch	British Columbia–ED 59037
October 26, 2025	Memorial Service for the Six Chiefs	British Columbia–Williams Lake
November 8, 2025	Indigenous Veterans Day	All
November 11, 2025	Remembrance Day	All
November 11, 2025	James Bay Northern Quebec Agreement (JBNAQ Day)	Quebec–Makivvik
November, date to be determined	Band Elections	Alberta–Eden Valley (Bears paw)

Date	Event	Province and Community (if applicable)
November, date to be determined	Election for Chief and Council	New Brunswick–Fort Folly First Nation
November, date to be determined	Fall Feast	Ontario–ED 35042

### Provincial, territorial and municipal elections

Another factor to consider in this range of dates are the scheduled general and municipal elections planned in the different provinces and territories between September 25 and November 11, 2025 (Table 3).

**Table 3 – Provincial, Territorial, General and Municipal Elections between September 25 and November 11, 2025**

Date	Jurisdiction and Type of Elections
September 30, 2025	Newfoundland and Labrador Municipal Elections
October 14, 2025	Newfoundland and Labrador General Election
October 20, 2025	Alberta Municipal Elections
October 27, 2025	Nunavut General Election
November 2, 2025	Quebec Municipal Elections
November 3, 2025	Yukon General Election

The advance polls for these elections may conflict with a fixed-date federal election. In many cases, there is a range of dates during which these advance polls could be held.

Advance polls also depend on other factors, such as the issuance of the writ, before they are calculated and assigned a specific date.

**Table 4 – Advance Poll Information and Possible Dates for Provincial, Territorial General and Municipal Elections Between September 25 and November 11, 2025**

Jurisdiction and Type of Elections	Advance Polling Information	Possible Dates (if applicable)
Newfoundland and Labrador municipal elections advance polls	(1) A council may hold an advance poll not earlier than 14 days immediately preceding the day established as election day. (2) Where it considers it appropriate, a council may hold a second advance poll on the Saturday immediately preceding election day.	(1) September 16–29, 2025  (2) Saturday, September 27, 2025
Newfoundland and Labrador general election advance polls	Advance polls may be held on 1 or more of the 7 days immediately preceding ordinary polling day.	Can be held on 1 or more of the following days:  October 7–13, 2025
Alberta municipal elections advance polls	No advance vote shall be held within 24 hours of election day.  The returning officer must determine the days and hours when the advance vote under subsection (2) or (3) is to be held.  (2) Subject to subsection (3), an elected authority may by resolution provide for holding an advance vote for an election.  (3) Subject to subsections (4) and (7), a municipality with a population greater than 5,000 must provide for holding an advance vote.	Any day except October 19, 2025

Jurisdiction and Type of Elections	Advance Polling Information	Possible Dates (if applicable)
Nunavut general election advance polls	<p>(1) An advance vote must be held in each constituency and, where a constituency includes more than one municipality, in each municipality, on Monday the 7th day before election day.</p> <p style="text-align: center;">Holiday</p> <p>(1.1) If the day of the advance vote is a holiday, the day of the advance vote shall be Tuesday the 6th day before election day.</p>	October 20, 2025
Quebec municipal elections advance polls	<p>Whenever a poll is required, an advance poll must be held seven days before polling day.</p> <p>Notwithstanding the foregoing, the returning officer may decide that the advance poll shall be held for two consecutive days beginning seven days before polling day.</p>	<p>October 26, 2025</p> <p>With possibility of October 27, 2025, as an additional day</p>
Yukon general election advance polls	Advance polls shall be held on the 23rd and 24th days after the issue of the writ between the hours of 8 a.m. and 8 p.m.	23rd and 24th days after the issue of the writ

# Conclusion

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If a fixed-date election occurs in Fall 2025, there are many conflicts with days of religious, cultural and traditional significance and provincial, territorial and municipal elections that the CEO might consider to recommend a different polling day, or plan to mitigate the impact on communities. Specifically, the following conflicts with polling days have been identified:

- An election on October 6 would conflict with an identified cultural week for some Indigenous communities and Beausoleil First Nation Band Meetings. Advance polls from September 25 to 30 would conflict with:
  - The formal signing of Treaty 6 on September 25;
  - The Exaltation of the Precious and Life-Giving Cross on September 27 for Christian Orthodox communities;
  - Michaelmas on September 29 for Christian Protestant communities;
  - National Day of Truth and Reconciliation on September 30;
  - Possible advance polls for the Newfoundland and Labrador municipal elections from September 25 to 29;
  - and the Newfoundland and Labrador municipal elections on September 30.
- An election on October 13 would conflict with Sukkot for Jewish communities and possible advance polls for the Newfoundland and Labrador general election. Advance polls from October 2 to 7 would conflict with:
  - Dussehra on October 2 for Hindu communities;
  - Yom Kippur on October 2 for Jewish communities;
  - Treaty 3 signing on October 3 for the Wabigoon Lake Ojibway Nation;
  - Missing and Murdered Indigenous Women and Girls in Canada/Sisters in Spirit Day on October 4;
  - A community assembly on October 4 for the Nahanni Butte community;
  - Beausoleil First Nation band meetings from October 4 to 7;
  - Possible advance polls for the Newfoundland and Labrador general election on October 7;
  - and Sukkot on October 7 for Jewish communities.
- An election on October 20 would conflict with Diwali for Sikh and Hindu communities and Bandi Chhor Divas for Sikh communities, advance polls for the Nunavut general election and the Alberta municipal election. Advance polls from October 9 to 14 would conflict with:
  - Sukkot between October 9 and 13 and Shemini Atzeret on October 14 for Jewish communities;
  - The end of a cultural week on October 9 and 10 for a few different Indigenous communities and a planned potlatch and its preparations between October 9 and 12;

- The Holy Protection of the Theotokos on October 14 for Christian Orthodox communities following the Old Calendar;
- and the Newfoundland and Labrador general election on October 14 and its possible advance polls between October 9 and 13.
- An election on October 27 would conflict with the Nunavut general election and the possible additional day of advance polls for the Quebec municipal elections. Advance polls from October 16 to 21 would conflict with:
  - Diwali between October 17 and 21 for Sikh communities;
  - Diwali on October 20 for Hindu communities;
  - Bandi Chhor Divas on October 20 for Sikh communities;
  - advance polls in the Nunavut general election on October 20;
  - and the Alberta municipal elections on October 20.
- An election on November 3 would conflict with the Yukon general election as well as Treaties Recognition Week for Indigenous communities. Advance polls from October 23 to 28 would conflict with:
  - Memorial service for the six chiefs on October 26 for the Indigenous community in Williams Lake;
  - The advance polls of the Quebec municipal elections on October 26 and the possible additional day of advance polls on October 27;
  - The Nunavut general election on October 27;
  - And the Holy Protection of the Theotokos on October 28 for Christian Orthodox communities following the New Calendar.
- An election on November 10 would not conflict with any days of religious, cultural or traditional significance. Advance polls from October 30 to November 4 would conflict with:
  - All Saints' Day on November 1 for Christian Protestant communities;
  - All Souls' Day on November 2 for Catholic communities;
  - The Quebec municipal elections on November 2;
  - The Yukon general election on November 3;
  - and Treaties Recognition Week between November 2 and 4.

This list does not reflect possible conflicts with other undetermined events of significance, such as hunting, fishing and harvesting, or advance polling dates that are impossible to forecast at this time.

No combination of election day and advance poll days can avoid all conflicts. While mitigation strategies can be implemented to reduce the impact of conflicts between polling dates and religious, cultural, and traditional days of significance, conflicts with provincial, territorial and municipal elections are more difficult to mitigate due to the fact that these elections often rely on the same workforce and use the same polling locations as federal elections.

Elections Canada would like to thank everyone who participated and helped identify days of significance and their impact on electoral participation for their communities. Their contributions have been essential in the identification of possible conflicts and will

help inform Elections Canada's plans for mitigating the impact of possible conflicts with the 45th federal general election.

# Annexes

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## Annex A – List of religious and cultural groups and individuals contacted

Name of organization or person
Anglican Church of Canada
Avi Benlolo – Friends of Simon Wiesenthal Center for Holocaust Studies
Balpreet Singh, General Counsel – World Sikh Organization of Canada
Canadian Conference of Catholic Bishops
Centre for Israel and Jewish Affairs (CIJA)
Catherine Rodd, Executive Officer in Communications – General Council of the United Church of Canada
Chani Aryeh-Bain
Davindra Singh, Chair – Sikh Foundation of Canada
Dr. Aileen Van Ginkel, Co-Chair – Canadian Interfaith Conversation
Salvation Army
Fondation des instituts juifs orthodoxes
Grand rabbinat du Québec
Greek Orthodox Metropolis of Canada
Heyna (Joannie) Tansky
Hindu Federation of Canada
Imam Refaat Mohamed, President – Canadian Council of Imams
International Buddhist Society in Canada
Ira Walfish
Mandy Zirkind
Michael Mostyn – B'nai Brith
Msgr. Frank Leo, Jr., C.S.S., General Secretary – Canadian Conference of Catholic Bishops
National Council of Canadian Muslims
Pandit Roopnauth Sharma, President – Hindu Federation of Canada
Peter Noteboom, General – Canadian Council of Churches
Rabbi Aaron Greenberg
Rabbi Avram Feigelstock – Orthodox Rabbinical Council of BC
Rabbi Baruch Frydman-Kohl – Beth Tzedec Congregation, Toronto
Rabbi Dovid Engel, Principal – Toronto Cheder
Rabbi Isaac Feigenbaum
Rabbi Jonathan Jaffit, Director of Campus Outreach – Ohr Somayach, Toronto
Rabbi Joseph Kanofsky, Ph.D. – Kehillat Shaarei Torah
Rabbi Lionel Moses, Rabbi Emeritus - Shaare Zion Congregation
Rabbi Moshe Mordechai Lowy – Vaad Harabonim of Toronto
Rabbi Schneur Zalman Rabin, Development Officer – Beth Rivkah Academy

**Name of organization or person**

Rabbi Sherril Gilbert – Montreal Open Shul

Rabbi Yehoshua Botnick – Congregation Lubavitch, Ottawa

Rabbi Yirmi Cohen – Ohalei Yoseph Yitzchak Congregation

Sharaf Sharafeldin, Executive Director – Muslim Association of Canada

Shimon Koffler Fogel – Centre for Israel and Jewish Affairs

Stephen Kendall, Principal Clerk, General Assembly Office – Presbyterian Church in Canada

Tejinder Singh Sidhu, President – World Sikh Organization of Canada

The Rev. Laurette Gauthier Glasgow, Special Advisor for Government Relations

The Rev. Tatsuya Aoki, Bishop – Jodo Shinshu Buddhist Temples of Canada

The Venerable Bhikkhu Mihita, President – Buddhist Council of Canada

World Sikh Organization of Canada

Zul Kassamali, Co-Chair – Canadian Interfaith Conversation

## Annex B – List of Indigenous organizations contacted<sup>4</sup>

Name of organization
Assembly of First Nations
ilinniapaa Skills Development Centre
Indspire
National Association of Friendship Centres
Advanced Business Match
Native Women’s Association of Canada
Ontario Federation of Indigenous Friendship Centres
Confederacy of Mainland Mi’Kmaq
Nunavummi Disabilities Makinnasuaqtiit Society
Nunavut Arctic College
Coalition of Nunavut District Education Authorities
Kakivak Association
Qikiqtaaluk Corporation
Qikiqtani Inuit Association
Inuvialuit Regional Corporation
Tuktoyaktuk Community Corporation
Innu Round Table
Manitoba Inuit Association
Inuit Children, Youth and Family Centre
Inuit Tapiriit Kanatami
Makivik Corporation
Aboriginal Financial Officers Association of Alberta
Alberta Native Friendship Centres Association
Bow Valley College, Aboriginal Centre
Métis Nation of Alberta
Edson Friendship Centre
BC First Nations Rock the Vote
Aboriginal Financial Officers Association of British Columbia
DGW Law Corporation
Fraser Region Aboriginal Friendship Centre
Kaxla Society
Métis Nation British Columbia
Quality Education for First Nations Learners – FNSA
Sto:lo Aboriginal Skills & Employment Training
Ursa Creative

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<sup>4</sup> Elections Canada also mandated returning officers to connect with Indigenous leaders in their riding. Returning officers reached out to 747 communities.

**Name of organization**

BC Association of Aboriginal Friendship Centres  
Kamloops Aboriginal Friendship Society  
First Nations Financial Management Board  
Prince George Native Friendship Centre  
Indigenous Student Centre at University of Manitoba  
Manito Ahbee  
Manitoba Métis Federation  
North Point Douglas Women's Centre  
Southeast Collegiate  
Flin Flon Indian-Métis Friendship Centre  
Riverton & District Friendship Centre  
The Pas Friendship Centre  
Aboriginal Peoples Television Network  
Nelson House  
Labrador Friendship Centre  
First Light Native Friendship Centre  
North Slave Métis Alliance  
Northwest Territory Métis Nation  
Tłı̄chʔ Łeàgı̄ą Ts'ı̄ı̄ı̄ K9 Friendship Centre (formerly Rae-Edzo FC)  
Algoma University – Anishnaabe Outreach  
Carleton's Ojigkwanong Centre  
Equay-Wuk – Women's Group  
Métis Nation of Ontario  
Mohawk College  
Native Canadian Centre of Toronto  
Ne-Chee Friendship Centre  
The Indigenous Network  
Wabano Centre for Aboriginal Health  
Wasauksing First Nation Public Library  
M'Wikwedong Native Cultural Resource Centre  
Métis National Council  
Independent First Nations Alliance  
First Nations Child & Family Caring Society  
Seven Generations Institute  
First Nations Information Governance Centre  
Cree Women of Eeyou Istchee Association  
Femmes Autochtones du Québec  
KWE Québec  
Le Réseau jeunesse des Premières Nations  
Regroupement des centres d'amitié autochtones du Québec

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**Name of organization**

ReseauMTLnetwork

First Nations Education Council

Conseil de la Nation Atikamekw Sipi

Conseil d'Éducation des Premières Nations

Quebec Native Women's Association

Conseil de la Nation Huronne-wendat/Visite du Centre de formation huron-  
Wendat/École

Université Laval et conseillère principale à la réconciliation et à l'éducation autochtone

École des dirigeants des Premières Nations

Université du Québec en Abitibi-Témiscamingue

Ile-à-la-Crosse Friendship Centre

Saskatoon Indian & Métis Friendship Centre

Tatanka Oyate Holdings LP

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## Annex C – List of dates (religious/cultural)

Date in 2025	Event or Activity	No Conflict	Conflict: Voting	Conflict: Working	Conflict: Running as a Candidate	Comments
<b>Note:</b> This list of days of significance is not meant to be exhaustive or final.		✓ (Yes) ✗ (No)	✓ (Yes) ✗ (No)	✓ (Yes) ✗ (No)	✓ (Yes) ✗ (No)	
<b>Buddhist</b>						
February 28	Losar/Lunar New Year					
February 15	Nirvana Day					
February 13	Magha Puja Day					
April 4	Ching Ming Festival					
April 13	Theravada New Year					
May 5	Buddha's Birthday					
May 12	Vesak					
July 10	Guru Purnima					
September 6	Ullambana Festival					
December 8	Bodhi Day/Rohatsu					
<b>Christian – Catholic</b>						
January 1	Mary, Mother of God					
January 5	Epiphany					
January 12	Baptism of the Lord Jesus					
January 25	Conversion of St. Paul					
February 2	Candlemas					
March 5	Ash Wednesday					

Date in 2025	Event or Activity	No Conflict	Conflict: Voting	Conflict: Working	Conflict: Running as a Candidate	Comments
March 17	St. Patrick's Day					
April 13–April 20	Holy Week					
April 17	Holy Thursday					
April 18	Good Friday					
April 20	Easter Sunday					
May 3	Saints Philip and James Day					
June 1	Ascension of Jesus					
June 8	Pentecost					
June 15	Trinity Sunday					
June 22	Corpus Christi					
June 29	Feast of Saints Peter and Paul					
August 15	Assumption of the Blessed Virgin Mary					
August 29	Beheading of John the Baptist					
September 8	Nativity of the Virgin Mary					
September 14	Triumph of the Cross					
October 4	St. Francis' Day/Blessing of the Animals					
October 18	St. Luke the Apostle					
November 1	All Saints' Day					
November 2	All Souls' Day					
November 23	Christ the King					
November 30–December 24	Advent					
November 24	St. Andrew's Day					
December 6	St. Nicholas' Day					
December 8	Immaculate Conception of the Virgin Mary					

Date in 2025	Event or Activity	No Conflict	Conflict: Voting	Conflict: Working	Conflict: Running as a Candidate	Comments
December 12	Feast of Our Lady of Guadalupe					
December 24	Christmas Eve					
December 25	Christmas					
December 26	St. Stephen's Day					
December 28/December 29	Holy Innocents					
December 28	Feast of the Holy Family					
<b>Christian – Orthodox (New Calendar)</b>						
Jan 5	Eve of the Theophany		✓			
Jan 6	The Baptism of Christ (Theophany or Epiphany)		✓			
Feb 2	The Presentation of Our Lord in the Temple		✓			
March 25	The Annunciation of the Theotokos		✓			
April 13	Palm Sunday		✓			
April 18	Good Friday/Holy Friday		✓			
April 20	Great and Holy Pasha (Easter)		✓			
April 21	Orthodox Easter Monday (Renewal Monday)		✓			
May 29	The Ascension of Christ		✓			
June 8	Pentecost		✓			
June 24	Nativity of the Forerunner John the Baptist		✓			
August 6	Transfiguration of the Lord		✓			
August 15	The Dormition of the Theotokos		✓			

Date in 2025	Event or Activity	No Conflict	Conflict: Voting	Conflict: Working	Conflict: Running as a Candidate	Comments
September 8	The Nativity of the Theotokos		✓			
September 14	The Exaltation of the Precious and Life-Giving Cross		✓			
October 28	The Holy Protection of the Theotokos		✓			
December 24	Christmas Eve		✓			
December 25	Christmas Day		✓			
December 26	Synaxis of the Most Holy Theotokos		✓			
[add date]	[add day of significance]					
June 9	Monday of the Holy Spirit		✓			
<b>Christian – Orthodox (Old Calendar)</b>						
January 6	Christmas Eve					
January 7	Christmas Day					
January 8	Synaxis of the Most Holy Theotokos					
January 9	Afterfeast of the Nativity of Christ					
January 14	Circumcision of the Lord					
January 18	The Eve of Theophany					
January 19	Theophany/Baptism of Christ					
February 15	The Presentation of Our Lord in the Temple					
April 7	The Annunciation of the Theotokos					
April 13	Palm Sunday					
April 18	Good Friday/Holy Friday					
April 20	Great and Holy Pasha (Easter)					
April 21	Renewal Monday/Bright Monday					

Date in 2025	Event or Activity	No Conflict	Conflict: Voting	Conflict: Working	Conflict: Running as a Candidate	Comments
May 29	Ascension of Christ					
June 8	Pentecost					
July 7	The Nativity of the Forerunner John the Baptist					
August 19	Transfiguration of the Lord					
August 28	The Dormition of the Theotokos					
September 11	The Beheading of St. John the Baptist					
September 21	The Nativity of the Theotokos					
September 27	The Exaltation of the Precious and Life-Giving Cross					
October 14	The Holy Protection of the Theotokos					
December 4	Entrance of the Theotokos in the Temple					
<b>Christian – Protestant</b>						
January 5	Twelfth Night					
January 6	Epiphany					
January 12	Baptism of Jesus					
February 2	Candlemas					
March 4	Shrove Tuesday					
March 5	Ash Wednesday					
April 13	Palm Sunday					
April 13–20	Holy Week					
April 17	Maundy Thursday					
April 18	Good Friday					
April 20	Easter Sunday					

Date in 2025	Event or Activity	No Conflict	Conflict: Voting	Conflict: Working	Conflict: Running as a Candidate	Comments
June 8	Pentecost					
June 15	Trinity Sunday					
June 21	National Indigenous Day of Prayer					
August 6	Transfiguration					
August 15	Birthday of the Blessed Virgin Mary					
September 14	Triumph of the Cross					
September 29	Michaelmas					
October 31	Reformation Day (All Hallow's Eve)					
November 1	All Saints' Day					
November 22	Christ the King (ordinary form)					
October 26	Christ the King (extraordinary form)					
November 30	Advent Sunday					
November 30–December 24	Advent					
December 24	Christmas Eve					
December 25	Christmas					
December 28	Holy Innocents					
<b>Hindu</b>						
January 13	Lohri/Makar Sankranti					
January 14	Pongal/Makar Sankranti					
February 2	Vasant Panchami					
February 26	Maha Shivaratri					
March 14	Holi					
March 30	Ugadi					

Date in 2025	Event or Activity	No Conflict	Conflict: Voting	Conflict: Working	Conflict: Running as a Candidate	Comments
March 29–April 6	Chaitra (Navratri)					
April 6	Rama Navami					
July 10	Guru Purnima					
August 9	Raksha Bandhan					
August 16	Krishna Janmashtami					
August 26–September 6	Ganesh Visarjan					
October 2	Dussehra (Dasara)					
October 10	Karva Chauth					
October 20	Diwali					
<b>Indigenous</b>						
June 21	National Indigenous Solidarity Day		✓			
August 9	International Day of the World's Indigenous Peoples		✓			
September 30	National Day of Truth and Reconciliation		✓			
November 2–8	Treaties Recognition Week		✓			
November 7	International Inuit Day		✓			
[add date]	[add day of significance]					
May 05, 2025	National Day of Awareness for Missing and Murdered Indigenous Women and Girls					
November 11, 2025	James Bay Northern Quebec Agreement Day					

Date in 2025	Event or Activity	No Conflict	Conflict: Voting	Conflict: Working	Conflict: Running as a Candidate	Comments
November 16, 2025	Execution of Louis Riel – Day of Observation for Red River Métis					
End of September to October 21	Hunting					
October	Traditional Moose Hunting					
Unspecified weeks in Fall and Spring	Cultural weeks or “Mos break”					
November 11, 2025	James Bay Northern Quebec Agreement Day					
<b>Jehovah’s Witnesses</b>						
April 12	The Memorial of Jesus’s Death					
<b>Jewish</b>						
February 13	Tu B’Shevat	✓				
March 14	Purim	✓ <sup>5</sup>	✓	✓	✓	
April 13–20	Pesach (Passover)		✓	✓	✓	
May 1	Yom Ha’Atzmaut	✓	✓			
May 16	Lag B’Omer	✓				
June 2–3	Shavuot		✓	✓	✓	
August 3	Tisha B’av	✓	✓	✓	✓	
September 23–24	Rosh Hashanah		✓	✓	✓	

<sup>5</sup> In some cases, while some respondents noted conflicts with voting, working and running as a candidate for a day of significance, others responded “No conflict” for the same day. In such cases, checkmarks appear in both the “No conflict” column and the relevant conflict columns.

Date in 2025	Event or Activity	No Conflict	Conflict: Voting	Conflict: Working	Conflict: Running as a Candidate	Comments
October 2	Yom Kippur		✓	✓	✓	
October 7–13	Sukkot		✓	✓	✓	
October 14–15	Shemini Atzeret		✓	✓	✓	
October 15	Simchat Torah		✓	✓	✓	
December 15–22	Chanukah	✓	✓			
[add date]	[add day of significance]					
April 24, 2025	Yom HaShoah (Holocaust Remembrance Day)					
April 30, 2025	Yom HaZikaron					
July 13, 2025	7th Tammuz					
October 01, 2025	Eve of Yom Kippur		✓	✓		
<b>Muslim</b>						
January 1/December 21	Rajab (Sacred month)					
January 27	Lailat al Miraj					
January 31	Sha'ban					
February 13	Lailatul Barat					
February 28–March 29	Ramadan					
March 28	Jumu'atul-Wida (Farewell Friday) [Jamat Ul-Vida]					
March 27	Laylat al Qadr					
March 30	Eid-ul Fitr					
March 30	Shawwal					
April 29	Dhul-Qa'dah (Sacred month)					
May 28	Dhul-Hijjah (Sacred month)					

Date in 2025	Event or Activity	No Conflict	Conflict: Voting	Conflict: Working	Conflict: Running as a Candidate	Comments
June 5	Wuquf in 'Arafa-Hajj Day					
June 7	Tashreek					
June 6	Eid-ul Adha					
June 26	Islamic New Year					
June 26	Muharram (Sacred month)					
July 5	Ashura (10th Muharram)					
July 26	Safar					
August 25	Rabi-al-Awwal					
September 5	Mawlid (Birth) of the Prophet					
September 23	Rabi-al Thani					
October 23	Jumada-al-Ula					
November 22	Jumada-al-Akhirah					
<b>Sikh</b>						
January 13	Lohri					
January 13	Maghi					
January 6	Guru Gobind Singh GURPURAB					
March 13–15	Hola Mohalla					
April 14	Baisakhi (Vaisakhi)					
April 18	Birth of Guru Angad Dev					
June 16	Guru Arian Dev Sahib Martyrdom					
September 1	Installation of Scriptures as Guru Granth (Birth of The Guru Granth)					
October 20	Installation of Scriptures as Guru Granth (Birth of The Guru Granth)					
October 17–22	Diwali					

Date in 2025	Event or Activity	No Conflict	Conflict: Voting	Conflict: Working	Conflict: Running as a Candidate	Comments
October 20	Bandi Chhor Divas					
November 5	Gurpurab of Guru Nanak Dev Sahib					
November 24	Martyrdom of Guru Tegh Bahadur					