

## PAYING ORGANIZATIONS FOR VOLUNTEER WORK

### **Background:**

Residence Halls needed cleaning staff to quickly clean rooms after students leave in spring and before a conference starts. Another, University's Women's Hockey and Soccer teams were interested in doing the work for \$8.50 per hour (total under \$10,000) with the funds to go to their organizations, not to them individually.

### **Concerns:**

Since they are being paid, they do not clearly fit into the Volunteer category. Also, it is not likely that organizations or clubs would have sufficient liability insurance to cover these activities. Custodial/clean is one industry with one of the highest worker's compensation claims.

Per advice from a conversation with Arnie Frishman, Office of the General Counsel (OGC), and Cary Jones, Risk Management, departments should be instructed to issue the standard POT with the POT Terms & Conditions.

The department will work with OGC (Arnie) on wording to explain that the department also needs to get a Volunteer Release of Liability form (a waiver, copy available on the OGC web site) signed from each volunteer that shows up to work. These forms are available at <http://process.umn.edu/groups/ppd/documents/index/ContractResults.cfm>. The department will include this form with the POT to the organization along with a cover memo drafted by OGC (Arnie). The department will collect the forms and keep them on file with their POT.