

Employment Standards

Volunteers

Some volunteers may receive pay or an honorarium for their work, but they are excluded from minimum standards because they are not employees as defined by *The Employment Standards Code*.

Does The Employment Standards Code apply to volunteers?

No. *The Employment Standards Code* does not apply to people who volunteer for charitable or political organizations, or to camp counsellors volunteering at a residential camp. As volunteers, these individuals are exempt from the requirements of *The Employment Standards Code*.

Organizations may choose to pay their volunteers by honorarium or stipend; however these individuals are still exempt from all provisions of the Code including:

- Minimum Wage
- Vacation and general holiday pay
- Receiving pay statements
- Overtime

How does Employment Standards determine if someone is a volunteer?

To avoid disputes, it is best that volunteers and the organization with whom they are volunteering have a signed written agreement clearly stating the person has agreed to volunteer their services.

What if volunteers receive money? Does The Employment Standards Code then apply?

No. Volunteers may receive some form of pay from the organization, but are still exempt from all provisions of *The Employment Standards Code*.

Do volunteers get paid for overtime, vacation, and general holidays?

No. These entitlements are provided by *The Employment Standards Code*. Volunteers are exempt from all provisions of the Code.

Do volunteers receive pay statements ?

No. Pay statements are a requirement under *The Employment Standards Code*. Volunteers are exempt from all provisions of the Code.

Are volunteer camp counsellors covered by The Employment Standards Code?

Volunteer camp counsellors at residential camps run by charitable organizations are exempt from most parts of *The Employment Standards Code* including: minimum wage, overtime, vacation wages, and general holiday pay.

For more information contact Employment Standards:

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E-mail: employmentstandards@gov.mb.ca

Website: www.manitoba.ca/labour/standards

This is a general overview and the information used is subject to change. For detailed information, please refer to current legislation including *The Employment Standards Code*, *The Construction Industry Wages Act*, *The Worker Recruitment and Protection Act*, or contact Employment Standards.

*Available in alternate formats
upon request.*

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