

## 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:**

Phone: 204-945-3352 or toll free in Canada 1-800-821-4307

Fax: 204-948-3046

E-mail: [employmentstandards@gov.mb.ca](mailto:employmentstandards@gov.mb.ca)

Website: [www.manitoba.ca/labour/standards](http://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.**

Date Published: November 27, 2018

[Close Window](#)

manitoba.ca | 1-866-MANITOBA