

Volunteers and Worker's Comp

Initial question: Should we cover volunteers with worker's comp and if so how?

Response from Sue Jackson – May 4, 2011

MSL does have a separate policy on the TBL volunteers – pretty reasonable at \$420 a year for 72 volunteers. We have to have a separate policy (ours is with CIMA company) because volunteers are not covered under the state's worker's comp fund. Kris said she thinks it is possible that a city or county worker's comp plan might include volunteers, but if it doesn't they should cover volunteers some other way in case they get hurt on the job – the liability is the same whether they are employees or volunteers.

Response from Guna Chabarek – July 7, 2011

What our library did was make an interlocal agreement with the city of Superior to cover workman's comp for our volunteers. The volunteers have to be over 14 and we give a report as to number of hours for each person each quarter. We also have an application form which we send to the city.

Response from Christine Kirkham – July 7, 2011

Here are two links provided by Katie White, Volunteer Coordinator for the Montana Historical Society in Helena. This information is intended for use by state agencies and employees, however, it includes good tips about managing volunteers in any organization.

<http://hr.mt.gov/content/hrpp/docs/Guides/VolunteerFactSheet2010>

<http://hr.mt.gov/content/hrpp/docs/Guides/VolunteerServiceAgreement>