



# ARE YOU A *Volunteer?*



Many people generously provide their time to volunteer for a good cause, but sometimes volunteers are directed to do work that should be paid.

Under New Jersey Law, **VOLUNTEER** means a person who donates his or her service for the protection of the health and safety of the general public.

Individuals generally may not “volunteer” in commercial, for-profit activities run by a non-profit organization, such as a gift shop. The volunteer may not replace any regular, paid employees by performing work that is principally performed by paid employees.

For-profit businesses and vendors are permitted to use volunteer workers so long as the work is for the protection of the health and safety of the general public, and not principally being performed by employees paid to do the work the volunteer is doing.

## **DETERMINING IF YOU ARE A VOLUNTEER:**

### STEP 01

To understand whether you are a volunteer or an employee, ask yourself these questions:

- Is the organization “hiring” me a non-profit?
- Is the work I’m doing for a charitable, educational, cultural, public service or humanitarian purpose?

If you answered **NO** to these questions, then you may be considered an employee who should have been compensated. **You can file a complaint by following the QR code to the right.**

SCAN HERE



➤ If the answer to these questions is **YES**, move on to step 2.



## STEP 02

If the answers to step 1 are **YES**, you still may be considered an employee who should have been compensated if any of these questions apply to you:

- Am I volunteering in commercial activities run by a non-profit?
- Do I expect to receive any type of compensation for the work I do for the organization?
- Did I replace an employee who was paid for this work?
- Am I working full-time, regular hours?
- Was I coerced into working for no pay?
- Do I receive any benefits for my work? (This includes money, gift cards, free tickets, meals, or other perks.)
- Does the organization have control over my schedule?
- Does the organization have control over my work methods?

## STILL HAVE QUESTIONS?

If you have questions about whether volunteer work should be compensated, learn more from the **VOLUNTEER** section on **NJDOL's FIFA World Cup 26™ landing page** by **scanning the QR code** to the right. A NJDOL employee can provide technical assistance on how to comply with New Jersey labor laws and answer questions about your rights.



*Get Empowered at*  
**myworkrights.nj.gov**