



Feeding America – Time off to Volunteer Policy

Giving staff time off to vote is an important step. However, some nonprofits are going even further. Feeding America takes it to the next level by giving staff paid time off to volunteer including for “civic engagement activities” like serving as a poll worker.

As early voting and mail-in ballots become more popular and broadly used, giving staff off time to volunteer on or before Election Day is a great way to celebrate democracy.

POLICY STATEMENT

Volunteerism is a uniquely American tradition. No other society relies so heavily on voluntary donation of time and talent by its citizens to maintain its network of community services and institutions. Feeding America believe that employee volunteerism is an increasingly important vehicle for achieving individual, community, and corporate goals. Additionally, Feeding America encourages its employees to fulfill their civic responsibilities by participating in federal, state, and local elections. Therefore, Feeding America will sponsor a number of programs to support community involvement and election activities by employees.

PROCEDURE

1. Must be in good standing (no performance issues) to volunteer, though everyone is eligible to take time for election related activities.
2. Must volunteer with a social service 501(c)(3) charity, work the polls or election phone banks, transport people to the polls, or utilize time to vote during a federal, state or local election.

Employees are permitted to engage in volunteer activities during working hours (up to 8 hours per month), providing they have their supervisor’s approval.