

## COMMUNITY SERVICE - TEMPORARY TRANSITIONAL EMPLOYMENT IDEAS

The Community Service list is intended to give you ideas of possible community service organizations in your area where an injured employee could work and provide a valuable service if temporary transitional tasks at your workplace that meet medical restrictions can not be identified. Unless specific legal/accounting criteria are met, the injured worker remains your employee, you continue to pay the worker's wage, and you coordinate the services, hours, and limitations of the employee's service to the organization. Often work on behalf of the organization can be performed at your regular work location. **Important Note!** If an employee is injured while performing service for a community service organization under this arrangement, it will generally be compensable by your workers' compensation coverage. For exceptions, please consult your agent, lawyer, or accountant. Some organizations may also require background checks.

Task Options for Injured Employees		Injury: LE=Lower Extremity; UE=Upper Extremity				Comment	In-house expertise
		Back	LE	UE			
<b>Industry-specific</b>							
Red Cross	Solicit donors via telephone	Y	Y	Y	Sit or stand based on comfort		
	Intake volunteer at blood drive locations	Y	Y	Y	Sit or stand based on comfort		
	Juice and cookie post-donation volunteer	Y	Y	Y	Sit or stand based on comfort		
	Providing training	Y	Y	Y	Sit or stand based on comfort		
	Stuffing envelopes	Y	Y	P	Sit or stand based on comfort		
Humane Society	Solicit donors via telephone	Y	Y	Y	Sit or stand based on comfort		
	Animal walker	P	P	Y	Sit or stand based on comfort		
<b>General Industry</b>							
Salvation Army and Goodwill ( <i>No loading/unloading donations, lifting, or moving furniture</i> )	Solicit donors via telephone	Y	Y	Y	Sit or stand based on comfort		
	Sorting donations	P	Y	P	Sit or stand based on comfort		
	Providing training	Y	Y	Y	Sit or stand based on comfort		
	Local driving	P	P	P			
	Stuffing envelopes	Y	Y	P	Sit or stand based on comfort		
Hospital and Nursing Homes	Reading to patients/writing for patients	Y	Y	Y	Sit or stand based on comfort		
	Flower/gift delivery	Y	Y	Y	Sit or stand based on comfort		
	Small package delivery	Y	Y	Y	Sit or stand based on comfort		
Habitat for Humanity ( <i>No physical work on buildings</i> )	Solicit donors via telephone	Y	Y	Y	Sit or stand based on comfort		
	Stuffing envelopes	Y	Y	P	Sit or stand based on comfort		
	Providing training	Y	Y	Y	Sit or stand based on comfort		
Homeless Shelter	Stuffing envelopes	Y	Y	P	Sit or stand based on comfort		
	Providing training	Y	Y	Y	May require background checks		
YMCA ( <i>no exercise or weight-lifting activity</i> )	Making/serving meals	Y	Y	P			
	Stuffing envelopes	Y	Y	Y			
Local Schools	Guest speaker (topic/class specific)	Y	P	Y			
	Teacher's aid	P	P	Y			
	Playground monitor	P	P	Y			

Y=Yes; P=Possible; N=No