

COMMUNITY SERVICE WORKERS/ALTERNATE OR ASSIGNED WORK PROGRAMS

Current law provides that Community Service (CS) or Alternate Work Program (AWP) workers are considered employees, not volunteers, for the purposes of workers' compensation. CS and AWP workers are deemed to be employees of both the County supplying the workers and the fair using the workers (general/special employment); either the County or the fair must provide full workers' compensation benefits to an injured worker. There should be a written agreement between the County and the fair setting forth all terms and conditions for the use of the workers, including identifying the party responsible for providing workers' compensation.

Two form agreements have been created for use by fairs utilizing CS and/or AWP workers from county programs. These agreements were drafted by Legal Counsel to CFSA and approved by Legal Counsel at the Division of Fairs and Expositions.

CFSA strongly encourages fairs to utilize Form #1 which requires the county to provide the workers' compensation coverage for these workers. However, if this is not a viable option, you should use Form #2 wherein the fair agrees to provide the workers' compensation coverage. **If you use Form #2, it will then become your responsibility to report the hours worked by such workers to CFSA on an annual basis for fee assessment purposes.**

**If you need assistance in modifying these forms for use at your fair,
please call Cindy Hehner at (916) 263-6172.**