

**Subject:** COVID19 Emergency Foster Exemption for Staff

Hi team –

Given the COVID19 pandemic, we are implementing strategies to reduce our in-shelter animal population. One such strategy is to allow for emergency fostering by staff who have previously not been able to foster given the nature of their role. ***If you are interested in fostering, please reply back to me stating you agree to the terms of the following waiver:***

My normal paid duties as an employee of the Wisconsin Humane Society include animal care but do not include foster care. During the coronavirus crisis, I have asked to be an emergency foster volunteer to foster one or more WHS animals in my home as an unpaid volunteer. I confirm that:

1. Because of the coronavirus crisis, there is a need for more than the usual number of foster volunteers, and this crisis need for emergency foster volunteers is expected to be of limited duration and is unrelated to the WHS's usual business.
2. My participation as an emergency foster volunteer does not bring direct economic benefit to WHS's business.
3. My participation as an emergency foster volunteer takes place outside of regular working hours.
4. My participation as an emergency foster volunteer is truly voluntary, and I know that I will not be treated more favorably as a WHS employee than others are because of my participation or less favorably if I choose not to participate.
5. WHS does not employ and regularly pay workers to foster animals in their homes.
6. I waive any right I may have to payment for my participation as an emergency foster volunteer or to have my time spent as an emergency foster volunteer count in the calculation of my work hours as a WHS employee.

Once I have your reply, we can work on who you feel would be the best fit for your home!

Thank you for everything you're doing to support our community, animals, and organization!

Director of Animal Sheltering  
Wisconsin Humane Society  
[www.wihumane.org](http://www.wihumane.org)

