

Memorandum

To : Advice Request Meeting

Date : April 30, 1984

From : **FAIR POLITICAL PRACTICES COMMISSION**

Carla Wardlow

Subject: Regulation 18423--Personal Services

1. We have received a request for some guidelines for determining whether an employee has spent 10 percent of his or her compensated time on political activities. For example, how would a corporate executive who has no set working hours determine if she has spent 10 percent of more of her compensated time on political activities? Should we use a 40-hour week? Could she use the average time worked per week for the previous six months as a guide?
2. Section 18423 says that the payment of salary, etc., to an employee who spends more than 10 percent of his or her time rendering services for political purposes is a contribution if:

(2) The employee, with consent of the employer, is relieved of any normal working responsibilities related to his employment in order to render the personal services, unless the employee engages in political activity on a bona fide, although compensable, vacation time, or pursuant to a uniform policy allowing employees to engage in political activity.

What does the underscored language mean?

ANSWER:

1. Assume that the individual works a 40-hour week, 9 a.m. to 5 p.m.
2. A "uniform policy" means that all employees are allowed to spend some amount of their compensable time on political activities of their own choosing.