

**WEST MICHIGAN COMMUNITY MENTAL HEALTH  
ADMINISTRATIVE MANUAL**

		Chapter: 5	Section: 3	Subject: 2
CHAPTER: Recipient Rights				
SECTION: Recipient Rights in CMH Residential Settings				
SUBJECT: Resident Labor				
Administrative Approval:		Date of Governing Board Action:		Page 1 of 3
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- I. **PURPOSE:** To establish policy and procedures for residents performing labor.
- II. **APPLICATION:** All residential mental health facilities operated by or under contract with the West Michigan Community Mental Health Governing Body.
- III. **REQUIRED BY:** Michigan Mental Health Code, Act 258, Public Acts of 1974, as amended, being MCL 330.1736; 330.1752. Accrediting bodies.
- IV. **DEFINITIONS:** Not applicable.
- V. **POLICY:** It is the policy of the West Michigan Community Mental Health that under certain conditions, a resident may perform labor, which contributes to the operation and maintenance of the facility, for which the facility would otherwise employ someone.
  1. The resident may perform labor if:
    - 1.1 He/she voluntarily agrees to perform the labor;
    - 1.2 Engaging in the labor would not be inconsistent with his/her Individual Plan of Service, or interferes with other ongoing treatment;
    - 1.3 The amount of time or effort necessary to perform the labor would not be excessive and that, in no event, shall discharge or privileges be conditioned upon the performance of labor; and
    - 1.4 He/she is employed appropriately and in accordance with applicable federal and state labor laws, including minimum wage and minimum wage reduction provisions.
  2. The resident's right to compensation shall be protected by the facility when performing labor, which results in an economic benefit to another person or agency.
  3. The resident may be required to perform personal housekeeping tasks without compensation.
- VI. **PROCEDURES:**
  1. Residents performing labor shall have prior approval by the assigned care manager and if applicable, guardian, and shall be documented in the resident's plan

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of service. Resident's progress or lack of progress is monitored at intervals as specified in the plan of service and documented in progress notes.

2. Resident labor shall not consume more than six hours a day, unless justified in the plan of service.
3. CMH shall monitor a record of payments made to the resident.

VII. **SUPPORTING DOCUMENTS:** Not Applicable.

5-3-2 Resident Labor

Revised 8-07 tb; 06/16tb; 11/19kph