
	<b>Resident Labor</b>			
	<b>Chapter:</b>	Recipient Rights	<b>Policy #</b>	5-3-2
	<b>Section:</b>	Recipient Rights in CMH Residential Settings	<b>Revision #</b>	2

- 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 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 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.
  4. Payments up to one-half of any compensation to a resident for labor performed shall be exempt from collection for payment of mental health services provided.

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

VIII. **POLICY/PROCEDURE REVIEW:**

REV#	APPROVED BY	Policy/Procedure	DATE
NC	Unknown		08/2007
NC	Unknown		06/2016
1	COC	Procedure	11/2019
2	COC	Title Changes	11/2020
2	COC	Annual Review	1/24/22
2	COC	Annual Review	02/2024
<b>Board Approval Date: 03/19/1996</b>			

IX. **CHIEF EXECUTIVE OFFICER ENDORSEMENT:**

I have reviewed and approved of policy # 5-3-2 Revision # 2.

CEO: Lisa A. Williams Approval Signature: \_\_\_\_\_