

SANILAC COUNTY COMMUNITY MENTAL HEALTH AUTHORITY

CLINICAL POLICY

NUMBER: RR014

NAME: RESIDENT LABOR

INITIAL APPROVAL DATE:	08/28/1995	BY: Sanilac CMH Board
STAKEHOLDER REVIEW:	02/18/2025	BY: Recipient Rights Advisory Committee
(LAST) REVISION DATE:	12/23/2024	BY: Recipient Rights Officer
(LAST) REVIEW DATE:	02/20/2025	BY: Policy Committee
DISCONTINUED DATE:	NA	REPLACED BY: NA

I. PURPOSE

To establish standards in relation to the performance of labor by individuals receiving services from Sanilac County Community Mental Health Authority (Sanilac CMH).

II. APPLICATION

Populations: ALL

Programs: Direct – All
Contract – All

III. POLICY

It shall be the policy of Sanilac CMH that individuals receiving services will not be allowed nor required to perform labor as a prerequisite or as a condition of or as a part of any mental health treatment program other than duties of a personal housekeeping nature.

IV. DEFINITIONS:

Individual – Specifically references an individual who receives services from Sanilac County Community Mental Health Authority.

V. STANDARDS:

- A. An individual may perform labor which contributes to the operation and maintenance of the residence, for which the residence would otherwise employ someone, only if the individual voluntarily agrees to perform the labor, the amount of time or effort necessary to perform the labor would not be excessive and engaging in the labor would not be inconsistent with the Person Centered Plan for the individual according to the Care Manager/Clinician who is in charge of the Person Centered Plan.
- B. Discharge from the residence or privileges shall in no event be conditioned upon the performance of labor.

- C. An individual who performs labor which contributes to the operation and maintenance of the residence for which the residence would otherwise employ someone shall be compensated appropriately and in accordance with applicable federal and state labor laws including minimum wage and minimum wage reductions provisions.
- D. An individual's right to compensation shall be protected by the residence when performing labor which results in an economic benefit to another person or agency other than the residence.
- E. A residence may provide for compensation of an individual when he/she performs labor not governed by C and D above.
- F. One half of any compensation paid to an individual pursuant to these policies shall be exempt from collection as payment to the residence or Sanilac CMH for services rendered.
- G. Labor by an individual of a personal housekeeping nature or as a condition of residence in an apartment or small group living arrangement, etc. shall not be subject to compensation.
- H. The residence office shall maintain records of payments to the individual.

VI. ATTACHMENTS

None

VII. APPEALS

An individual, or another individual on behalf of an individual receiving services, has the right to appeal decisions concerning performing labor. Appeals may be made in accordance with Sanilac County Community Mental Health Authority Appeals Policy, RR035.

VIII. REFERENCES

Michigan Mental Health Code 330.1736.
Appeals Policy, RR035