

Community Mental Health Partnership of Southeast Michigan/PIHP	<i>Policy and Procedure Work Performed by Recipients</i>
Committee/Department: Recipient Rights	Local Policy Number (if used)
Implementation Date 10/24/2023	Regional Approval Date 09/28/2023

Reviewed by:	Recommendation Date:
ROC	08/09/2023
CMH Board:	Approval Date:
Lenawee	09/28/2023
Livingston	08/29/2023
Monroe	09/27/2023
Washtenaw	08/25/2023

I. PURPOSE

The purpose of this policy is to establish guidelines regarding the performance of labor by recipients in residential settings and vocational services.

II. REVISION HISTORY

DATE	MODIFICATION
04/20/2010	Full policy revision
04/29/2013	Template updated
01/05/2017	Template Update
02/13/2020	Standards update 3-year review
09/28/2023	3 year review Typos corrected

III. APPLICATION

<input checked="" type="checkbox"/> CMHPSM PIHP Staff, Board Members, Interns & Volunteers
<input checked="" type="checkbox"/> Regional Partner CMHSP Staff, Board Members, Interns & Volunteers
Service Providers of the CMHPSM and/or Regional CMHSP Partners:
<input checked="" type="checkbox"/> Mental Health / Intellectual or Developmental Disability Service Providers
<input type="checkbox"/> SUD Treatment Providers <input type="checkbox"/> SUD Prevention Providers
<input type="checkbox"/> Other as listed:

IV. POLICY

It is the policy of the CMHPSM that the performance of labor by recipients, whether paid or unpaid, shall be voluntary.

V. DEFINITIONS

Community Mental Health Partnership Of Southeast Michigan (CMHPSM): The Regional Entity that serves as the PIHP for Lenawee, Livingston, Monroe and Washtenaw for mental health, developmental disabilities, and substance use disorder services.

Community Mental Health Services Program (CMHSP): A program operated under Chapter 2 of the Mental Health Code as a county community mental health agency, a community mental health authority, or a community mental health organization.

Regional Entity: The entity established under section 204b of the Michigan Mental Health Code to provide specialty services and supports.

VI. STANDARDS

- A. The performance of labor by recipients, whether paid or unpaid, shall be voluntary.
- B. Recipients shall be compensated appropriately and in accordance with federal and state labor laws when performing labor which results in an economic benefit to another person or organization.
- C. A recipient may perform volunteer activities on behalf of an organization with a recognized volunteer program.
- D. A recipient shall not be paid for performing their own personal housekeeping chores, except as indicated in the recipient’s Individual Plan of Service.
- E. A recipient may perform labor that contributes to the operation and maintenance of the residential facility for which the facility would otherwise employ someone only if all of the following apply:
 - a. The recipient voluntarily agrees to perform the labor.
 - b. Engaging in the labor would not be inconsistent with the recipient’s Individual Plan of Service.
 - c. The amount of time or effort necessary to perform the labor would not be excessive
 - d. In no event is discharge or privileges conditioned upon the recipient’s performance of the labor.
 - e. The recipient is compensated appropriately and in accordance with federal and state labor laws.
- F. One-half of any compensation to a recipient for work performed shall be exempt from collection as payment for mental health services.

VII. EXHIBITS

None

VIII. REFERENCES

Reference:	Check if applies:	Standard Numbers:
Michigan Mental Health Code Act 258 of 1974	X	330.1736
MDHHS Revised Plan for Procurement of	X	

IX. PROCEDURES

WHO	DOES WHAT
Client Services Manager/Supports Coordinator	<ol style="list-style-type: none"> 1) Ensures that recipient voluntarily agrees to perform the labor. 2) Ensures that labor performed by a recipient is consistent with both the therapeutic needs of the recipient and the dignity to which a recipient is entitled. 3) Ensures that the recipient's preferences regarding labor are addressed in the Individual Plan of Service, if applicable. 4) Ensures that the number of hours worked by the recipient is in compliance with all known and applicable labor laws and regulations. 5) Ensures that recipient's labor does not interfere with other ongoing treatment or habilitation programs.
Local Director/Designee	<ol style="list-style-type: none"> 1) Ensures that compensation for a recipient's labor is made in accordance with applicable federal and state laws.