| Chapter Title | Chapter # | | Subject # |
|---|---|---|---|
| Recipient Rights | RR | | 125 |
| Subject Title<br>**Recipient Labor (Residential)** | Adopted<br>3/29/99 | Last Revised<br>6/15/16 | Reviewed<br>12/27/04; 7/24/06; 12/27/07; 12/21/09; 12/27/10; 4/23/12; 6/24/13; 9/22/14; 6/15/16; 9/13/17; 9/19/18; 10/16/19 |

# POLICY

## Application

This policy shall apply to The Right Door for Hope, Recovery and Wellness and all services operated by or under contract with it.

1.0 Purpose:

To establish guidelines for recipients in residential treatment programs to perform labor.

2.0 Policy:

A. A recipient of a center, facility or hospital operated by or under contract with The Right Door for Hope, Recovery and Wellness and providers may perform labor that contributes to the operation and maintenance of the provider, for which the provider would employ someone else.

A recipient shall only perform labor if:

1. The recipient voluntarily agrees to perform the labor;
2. The labor is consistent with his/her plan of services; and
3. The amount of time or effort to perform the labor is not excessive.

B. Discharge and privileges of a recipient are not conditional upon the performance of such labor.

C. A recipient who performs labor that contributes to the operation and maintenance of the provider, for which the provider would employ someone else, shall be compensated appropriately and in accordance with applicable federal and state labor laws, including minimum wage and minimum wage reduction provisions.

D. A recipient who performs labor other than described in (C) shall be compensated an appropriate amount if an economic benefit to another individual or agency results from the labor.

E. The governing body of the facility may provide for compensation of a recipient for labor not governed by (C & D).

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F. This policy does not apply to labor of a personal housekeeping nature or performed as a condition of residence in a small group living arrangement.

G. One-half of any compensation paid to a recipient for labor performed shall be exempt from collection for payment of mental health services provided.

3.0 Responsibilities:

A. The Recipient Rights Office is responsible for ensuring that procedures to implement the intent of this policy are developed, reviewed and revised as necessary.

B. Residential service providers are responsible for establishing, posting and enforcing program policies and procedures regarding the performance of labor consistent with this policy.

C. The staff person in charge of the written plan of service shall ensure that a recipient's performance of labor is consistent with the recipient's plan of service.

D. Staff are responsible for implementing program policies and procedures and treatment plans.

4.0 Monitoring and Review:

This policy is reviewed by the Recipient Rights Office. It is reviewed monitored internally by the Recipient Rights Advisory Committee and The Right Door for Hope, Recovery and Wellness Board. It is monitored externally by the MDHHS

References:

MH CODE: 330.1736 Section 736
330.1755

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| Nancy Patera, Board Chairperson | Date | | |