

## **NORTH COUNTRY COMMUNITY MENTAL HEALTH ADMINISTRATIVE MANUAL**

**CHAPTER:** Five – Member Rights  
**POLICY NAME:** RESIDENT LABOR  
**EFFECTIVE DATE:** September 1, 2025

### **PURPOSE**

To protect the rights of recipients of North Country Community Mental Health in residential settings.

### **APPLICATION**

All North Country Community Mental Health direct service programs and contracted direct service providers.

### **DEFINITIONS**

**Facility:** a licensed residential facility for the care or treatment of individuals with serious mental illness, serious emotional disturbance, or developmental disability.

**Resident:** an individual who receives services in a facility.

### **POLICY**

- A resident may perform labor that contributes to the operation and maintenance of the facility for which the facility would otherwise employ someone only if:
  - the resident voluntarily agrees to perform the labor.
  - engaging in the labor is consistent with the individual plan of service for the resident.
  - the amount of time or effort necessary to perform the labor would not be excessive.
  - In no event shall discharge or privileges be conditioned upon the performance of such labor.
- A resident who performs labor that contributes to the operation and maintenance of the facility for which the facility would otherwise employ someone shall be compensated appropriately and in accordance with applicable federal and state labor laws, including minimum wage and minimum wage reduction provisions.
- A resident who performs labor other than that described shall be compensated an appropriate amount if an economic benefit to another individual or agency results from his or her labor.
- Labor of a personal housekeeping nature or labor performed as a condition of residence in a small group living arrangement is not eligible for payment.

- One-half of any compensation paid to a resident under this policy is exempt from collection as payment for mental health services provided.

**REFERENCE:** Michigan Mental Health Code 330.1736

**REVIEWED:** 05/30/08; 06/01/09; 07/01/13; 08/01/15; 02/14/25

**REVISED:** 06/01/07; 07/05/19; July 18, 2025

**APPROVED BY SIGNATURE:**



Chief Executive Officer

09/12/2025

Date



NCCMH Board Chair

08/21/2025

Date