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| **MONTCALM CARE NETWORK**  **611 North State Street, Stanton, MI 48888** | |
| SUBJECT: Resident Labor | Section: 8918 |
| Effective Date: February 24, 1987 | Revised Date: September 27, 1994; June  27, 2000; February 22, 2005; April 25, 2006; February 27, 2018 |
| Version: 1 | Status: Current |

1. A recipient residing in a residential care facility must voluntarily agree to participate in any occupation training and/or work experience.
2. A recipient residing in a residential care facility may perform labor that contributes to the operation and maintenance of the residential facility for which the facility would otherwise employ someone only if the recipient voluntarily agrees to perform the labor, engaging in the labor would not be inconsistent with the Person/Family Centered Plan of the recipient, and the amount of time or effort necessary to perform the labor would not be excessive. In no event will discharge or privileges be conditioned upon the performance of such labor.

1. Participation in occupation training and/or work experience will be documented as part of the resident's Person/Family Centered Plan, and will be approved by the individual in charge of the Person/Family Centered Plan.
2. A recipient residing in a residential care facility will be fairly compensated when performing labor which results in an economic benefit to another person or residential agency. 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 in accordance with applicable federal and state labor laws, including minimum wage and minimum wage reduction provisions.
3. Recipients residing in a residential care facility need not be compensated for self-care and personal domiciliary activities. To the extent of their capabilities, residents should be expected to perform personal housekeeping chores such as maintaining his or her own quarters or when residing within a residential unit in which the residents share in the responsibility for ordinary household chores of the unit and/or other tasks normally performed by individuals of similar age.
4. One-half of any compensation paid to a resident for labor performed willbe exempt from collection for payment of mental health services provided.
5. Residents who are under the legal working age as defined in applicable Federal and State Child Labor Laws, may not engage in work.

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