

**SHIAWASSEE COUNTY COMMUNITY MENTAL HEALTH AUTHORITY**  
**POLICY AND PROCEDURE MANUAL**

Section: Recipient Rights  
Policy Number: 15  
Subject: **Recipient Labor**

Effective Date: 10/9/95  
Last Revision Date: 4/2/09  
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**Policy**

It is the policy of Shiawassee County Community Mental Health Authority (SCCMHA) that a recipient may be employed by the agency or by an agency under contract with the Board to perform work which contributes to the operation and maintenance of the agency and for which the agency would otherwise contract with or employ some party to perform.

**Purpose**

To ensure the protection of rights of recipients of the SCCMHA.

To ensure compliance with the Michigan Mental Health Code and the Michigan Department of Community Health Administrative Rules.

**Application**

This policy applies to all employees, independent contractors, and contract agencies of SCCMHA.

**Standards**

1. A recipient may perform labor for the agency only if he/she is hired as an employee of SCCMHA or hired as an employee of the contract agency.
2. A recipient may be hired by the SCCMHA or by a contract agency to perform labor only when:
  - a. The recipient voluntarily accepts employment.
  - b. The labor is consistent with the plan of service for the recipient.
  - c. The amount of time or effort to perform the labor does not exceed the recipient's physical capabilities.
  - d. Employment of more than six hours per day has been approved by the Chief Executive Officer.

