

War Memorial Hospital

TYPE: DEPARTMENTAL – BEHAVIORAL HEALTH

POLICY: LABOR PERFORMANCE

REPLACES: 8/08, 7/16

PURPOSE: To define the procedure of War Memorial Hospital to refrain from labor by patients in the Behavioral Health Center.

PROCEDURE:

A. It is the policy of the War Memorial Hospital Behavioral Health Center to encourage patients to voluntarily perform work that is consistent with their Individual Plan of Services. [MHC 330.1736(1)]

B. 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 would not be inconsistent with the IPOS for the resident, the amount of time and effort necessary to perform the labor would not be excessive and that in no event shall discharge or privileges be conditioned upon the performance of labor. [MHC 330.1736(1)]

C. Patients will not be asked nor required to provide any directed activity or series of related activities which result in benefit to the economy of the Behavioral Health Center to its maintenance or in the production of a salable product.

D. Work shall not apply to labor of a personal housekeeping nature performed in the Behavioral Health Center this includes such things as cleaning and organization of a patient's room, laundry etc. [MHC 330.1736(5)]

E. A recipient who performs other types of labor shall be compensated an appropriate amount if an economic benefit to another individual or agency results from his/her labor. [MHC 330.1736(3)]

F. One- half of any compensation paid to a resident for labor performed shall be except from collection for payment of mental health services provided by the BHC. [MHC 330.1736(6)]

CROSS REFERENCE AND LEGAL AUTHORITY

1. Fair Labor Standards Act as amended 1967, Federal Employment Laws and Regulations.
2. [Act 258 of the Public Acts of 1974 as amended, Mental Health Code Section 330.1736.](#)

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WRITTEN BY: Recipient Rights Committee Date: August 25, 2008

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Date: March 16, 2015

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Date: July 5, 2016

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Date: January 23rd, 2017

REVIEWED BY: Corinna Haller, Director of Nursing Date: January 31, 2017

APPROVED BY: Recipient Rights Advisory Committee Date: April 28, 2017

REVIEWED BY: Corinna Haller, Director of Nursing Date: May 28, 2017