CENTRA WELLNESS NETWORK

Board Adopted Procedure			
Procedure	03.20	**Policy Title: 03.00 Enrollee Rights**	
Effective Date: 1/13/2011		**Subject: Labor – Resident Rights in Specialized Residential Settings**	
Review Cycle:			
Approval Validation Record			
Action		**Date**	**Board Sec'y Initials**
Full Board Vote:		1/13/2011	
Minutes Approved:		2/10/2011	
Accountability			
Board Committee:		Policy Committee	
Agency Function:		Labor – Resident Rights in Specialized Residential Settings	
Sunset Review Begins:			
Revised Date:			
Review Date:		4/24/2014	
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		5/06/2020	
		5/03/2023	
		11/04/2026	

CENTRA WELLNESS NETWORK
PROCEDURE 03.20 LABOR – RESIDENTIAL SETTINGS

I. PURPOSE STATEMENT:

Centra Wellness Network's (CWN) Governing Body establishes and evaluates policies and related procedures as required by statutory and contractual obligations.
CWN reserves the right in its sole discretion to adopt and implement policies and procedures that ensure a safe, functional and professional workplace that operates with integrity using person-centered focus and planning, trauma informed practices and respect of others, cultural sensitivity and transparency in communication and practice. Organizationally and in practice, CWN is responsive to the needs of clients, community and staff.
Any statements and procedures are subject to review and/or unilateral change, modification, suspension or cancelation in whole or in part of any published/unpublished policies or procedures without notice and without having to give cause, justification, or consideration to any employee. Recognition of these rights and prerogatives of CWN is a term and condition of and maintaining employment.
Policies and Procedures are approved by the Board and/or upon recommendation by the Executive Director or his/her designee.

II. APPLICATION:

Agency Wide.

III. DEFINITIONS:

N/A

IV. POLICY STATEMENT:

The intent of this procedure is to ensure that all recipients in a residential setting served by CWN have their rights to compensation protected when performing labor that results in an economic benefit to another person, CWN, or other agency.

V. PROCEDURES:

A. A resident may perform labor which contributes to the operation and maintenance of the facility for which the agency would otherwise employ someone only if the resident voluntarily agrees to perform the labor, and engaging in the labor would not be inconsistent with the individual plan of service for the resident, and the amount of time or effort necessary to perform the labor would not be excessive and that in no event shall discharge from the agencies programs or residential setting or privileges be conditioned upon the performance of the labor.
B. A resident who performs labor which contributes to the operation and maintenance of the facility for which the agency 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.
C. A resident's right to compensation shall be protected by the agency when performing labor that results in an economic benefit to another person or agency other than the facility. An agency may provide for compensation of a resident when he/she performs labor not governed by the above.
D. One-half of any compensation paid to a resident pursuant to these policies shall be exempt from collection as payment to the agency for CWN for services rendered.
E. Labor by a resident of a personal housekeeping nature or as a condition of residence in a small group living arrangement shall not be subject to compensation. Labor of this type is to be a part of the resident's individual plan of service.

VI. EXHIBITS:

N/A

VII. REFERENCES:

Authority and Related Directives Trace	
Federal	
State	MHC 330.1736, 330.1752; AR 330.7229
NMRE	
County	Interlocal Agreement of December 1992 Section IX(j)
CARF	CARF 2026 Behavioral Health, Standards
Other	Board By-Laws