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Template Paid Work Agreement Policy

At [Recovery Home Name], we believe in fostering an environment that supports the recovery and well-being of our residents. To provide residents with opportunities for paid work, we have established this Paid Work Agreement Policy to ensure fairness, respect, and compliance with all applicable laws and regulations.

**Voluntary Participation:**

Residents at [Recovery Home Name] may choose to participate in paid work arrangements freely and without coercion. Participation in paid work is entirely voluntary, and residents will not be required to work in order to maintain their housing or any other benefits provided by the recovery home.

**Fair Market Rate:**

Residents who choose to engage in paid work will be compensated at a fair market rate for the work performed. The rate of compensation will be determined in accordance with prevailing wage standards for similar work in the local community.

**Alignment with Recovery Goals:**

Paid work arrangements should not interfere with a resident's recovery goals or participation in treatment or other therapy programs. The recovery of our residents remains our top priority.

**Compliance with Employment Laws:**

All paid work arrangements and employment relationships at [Recovery Home Name] will fully comply with local, state, and federal employment laws and regulations. This includes adherence to minimum wage laws, overtime regulations, and other relevant labor laws.

**No Additional Benefits:**

Residents who participate in paid work will receive compensation solely for the work performed in accordance with Recovery Home Name’s employment policies and practices. Residents will be offered the same benefits and compensation as other employees who are not residents.

Residents who work for Recovery Home Name will not receive any other benefits besides those listed in the Recovery Home Names employment policies and practices.

Documentation:

All paid work arrangements will be documented in writing, including the terms and conditions of employment, rate of pay, expected hours of work, and any other relevant details. Residents and the recovery home will retain copies of these agreements.

Resident Support:

[Recovery Home Name] staff will provide support and guidance to residents who choose to engage in paid work, including assistance with job searches, resume building, and skill development. However, residents are solely responsible for securing and maintaining their employment.

Date Approved:

Date Updated: