

SENATE BILL NO. 639

November 07, 2019, Introduced by Senator WOJNO and referred to the Committee on Health Policy and Human Services.

A bill to amend 1978 PA 368, entitled
"Public health code,"
by amending section 20173a (MCL 333.20173a), as amended by 2017 PA
167.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 20173a. (1) Except as otherwise provided in subsection
2 (2), a covered facility shall not employ, independently contract
3 with, or grant clinical privileges to an individual who regularly

1 has direct access to or provides direct services to patients or
2 residents in the covered facility if the individual satisfies 1 or
3 more of the following:

4 (a) Has been convicted of a relevant crime described under 42
5 USC 1320a-7(a).

6 (b) Has been convicted of any of the following felonies, an
7 attempt or conspiracy to commit any of those felonies, or any other
8 state or federal crime that is similar to the felonies described in
9 this subdivision, other than a felony for a relevant crime
10 described under 42 USC 1320a-7(a), unless 15 years have lapsed
11 since the individual completed all of the terms and conditions of
12 his or her sentencing, parole, and probation for that conviction
13 before the date of application for employment or clinical
14 privileges or the date of the execution of the independent
15 contract:

16 (i) A felony that involves the intent to cause death or serious
17 impairment of a body function, that results in death or serious
18 impairment of a body function, that involves the use of force or
19 violence, or that involves the threat of the use of force or
20 violence.

21 (ii) A felony involving cruelty or torture.

22 (iii) A felony under chapter XXA of the Michigan penal code,
23 1931 PA 328, MCL 750.145m to 750.145r.

24 (iv) A felony involving criminal sexual conduct.

25 (v) A felony involving abuse or neglect.

26 (vi) A felony involving the use of a firearm or dangerous
27 weapon.

28 (vii) A felony involving the diversion or adulteration of a
29 prescription drug or other medications.

1 (c) Has been convicted of a felony or an attempt or conspiracy
2 to commit a felony, other than a felony for a relevant crime
3 described under 42 USC 1320a-7(a) or a felony described under
4 subdivision (b), unless 10 years have lapsed since the individual
5 completed all of the terms and conditions of his or her sentencing,
6 parole, and probation for that conviction ~~prior to~~ **before** the date
7 of application for employment or clinical privileges or the date of
8 the execution of the independent contract.

9 (d) Has been convicted of any of the following misdemeanors,
10 other than a misdemeanor for a relevant crime described under 42
11 USC 1320a-7(a), or a state or federal crime that is substantially
12 similar to the misdemeanors described in this subdivision, within
13 the 10 years immediately preceding the date of application for
14 employment or clinical privileges or the date of the execution of
15 the independent contract:

16 (i) A misdemeanor involving the use of a firearm or dangerous
17 weapon with the intent to injure, the use of a firearm or dangerous
18 weapon that results in a personal injury, or a misdemeanor
19 involving the use of force or violence or the threat of the use of
20 force or violence.

21 (ii) A misdemeanor under chapter XXA of the Michigan penal
22 code, 1931 PA 328, MCL 750.145m to 750.145r.

23 (iii) A misdemeanor involving criminal sexual conduct.

24 (iv) A misdemeanor involving cruelty or torture unless
25 otherwise provided under subdivision (e).

26 (v) A misdemeanor involving abuse or neglect.

27 (e) Has been convicted of any of the following misdemeanors,
28 other than a misdemeanor for a relevant crime described under 42
29 USC 1320a-7(a), or a state or federal crime that is substantially

1 similar to the misdemeanors described in this subdivision, within
2 the 5 years immediately preceding the date of application for
3 employment or clinical privileges or the date of the execution of
4 the independent contract:

5 (i) A misdemeanor involving cruelty if committed by an
6 individual who is less than 16 years of age.

7 (ii) A misdemeanor involving home invasion.

8 (iii) A misdemeanor involving embezzlement.

9 (iv) A misdemeanor involving negligent homicide or a violation
10 of section 601d(1) of the Michigan vehicle code, 1949 PA 300, MCL
11 257.601d.

12 (v) A misdemeanor involving larceny unless otherwise provided
13 under subdivision (g).

14 (vi) A misdemeanor of retail fraud in the second degree unless
15 otherwise provided under subdivision (g).

16 (vii) Any other misdemeanor involving assault, fraud, theft, or
17 the possession or delivery of a controlled substance unless
18 otherwise provided under subdivision (d), (f), or (g).

19 (f) Has been convicted of any of the following misdemeanors,
20 other than a misdemeanor for a relevant crime described under 42
21 USC 1320a-7(a), or a state or federal crime that is substantially
22 similar to the misdemeanors described in this subdivision, within
23 the 3 years immediately preceding the date of application for
24 employment or clinical privileges or the date of the execution of
25 the independent contract:

26 (i) A misdemeanor for assault if there was no use of a firearm
27 or dangerous weapon and no intent to commit murder or inflict great
28 bodily injury.

1 (ii) A misdemeanor of retail fraud in the third degree unless
2 otherwise provided under subdivision (g).

3 (iii) A misdemeanor under part 74 unless otherwise provided
4 under subdivision (g).

5 (g) Has been convicted of any of the following misdemeanors,
6 other than a misdemeanor for a relevant crime described under 42
7 USC 1320a-7(a), or a state or federal crime that is substantially
8 similar to the misdemeanors described in this subdivision, within
9 the year immediately preceding the date of application for
10 employment or clinical privileges or the date of the execution of
11 the independent contract:

12 (i) A misdemeanor under part 74 if the individual, at the time
13 of conviction, is under the age of 18.

14 (ii) A misdemeanor for larceny or retail fraud in the second or
15 third degree if the individual, at the time of conviction, is under
16 the age of 16.

17 (h) Is the subject of an order or disposition under section
18 16b of chapter IX of the code of criminal procedure, 1927 PA 175,
19 MCL 769.16b.

20 (i) Engages in conduct that becomes the subject of a
21 substantiated finding of neglect, abuse, or misappropriation of
22 property by a state or federal agency under an investigation
23 conducted in accordance with 42 USC 1395i-3 or 1396r.

24 (2) Except as otherwise provided in this subsection or
25 subsection (5), a covered facility shall not employ, independently
26 contract with, or grant privileges to an individual who regularly
27 has direct access to or provides direct services to patients or
28 residents in the covered facility until the covered facility or
29 staffing agency has a criminal history check conducted in

1 compliance with this section or has received criminal history
2 record information in compliance with subsections (3) and (10).
3 This subsection and subsection (1) do not apply to ~~any of the~~
4 ~~following:~~

5 ~~(a) An individual who is employed by, under independent~~
6 ~~contract to, or granted clinical privileges in a covered facility~~
7 ~~before April 1, 2006. On or before April 1, 2011, an individual who~~
8 ~~is exempt under this subdivision and who has not been the subject~~
9 ~~of a criminal history check conducted in compliance with this~~
10 ~~section shall provide the department of state police with a set of~~
11 ~~fingerprints and the department of state police shall input those~~
12 ~~fingerprints into the automated fingerprint identification system~~
13 ~~database established under subsection (13). An individual who is~~
14 ~~exempt under this subdivision is not limited to working within the~~
15 ~~covered facility with which he or she is employed by, under~~
16 ~~independent contract to, or granted clinical privileges on April 1,~~
17 ~~2006 but may transfer to another covered facility, adult foster~~
18 ~~care facility, or mental health facility. If an individual who is~~
19 ~~exempt under this subdivision is subsequently convicted of a crime~~
20 ~~described under subsection (1)(a) to (g) or found to be the subject~~
21 ~~of a substantiated finding described under subsection (1)(i) or an~~
22 ~~order or disposition described under subsection (1)(h), or is found~~
23 ~~to have been convicted of a relevant crime described under 42 USC~~
24 ~~1320a-7(a), then he or she is no longer exempt and shall be~~
25 ~~terminated from employment or denied employment or clinical~~
26 ~~privileges.~~

27 ~~(b) An~~ **an** individual who is under an independent contract with
28 a covered facility if he or she is not under the facility's control
29 and the services for which he or she is contracted are not directly

1 related to the provision of services to a patient or resident or if
2 the services for which he or she is contracted allow for direct
3 access to the patients or residents but are not performed on an
4 ongoing basis. This exception includes, but is not limited to, an
5 individual who is under an independent contract with the covered
6 facility to provide utility, maintenance, construction, or
7 communications services.

8 (3) An individual who applies for employment either as an
9 employee or as an independent contractor or for clinical privileges
10 with a staffing agency or covered facility and who has not been the
11 subject of a criminal history check conducted in compliance with
12 this section shall give written consent at the time of application
13 for the department of state police to conduct a criminal history
14 check under this section, along with identification acceptable to
15 the department of state police. If the applicant has been the
16 subject of a criminal history check conducted in compliance with
17 this section, the applicant shall give written consent at the time
18 of application for the covered facility or staffing agency to
19 obtain the criminal history record information as prescribed in
20 subsection (4) from the relevant licensing or regulatory department
21 and for the department of state police to conduct a criminal
22 history check under this section if the requirements of subsection
23 (10) are not met and a request to the Federal Bureau of
24 Investigation to make a determination of the existence of any
25 national criminal history pertaining to the applicant is necessary,
26 along with identification acceptable to the department of state
27 police. Upon receipt of the written consent to obtain the criminal
28 history record information and identification required under this
29 subsection, the staffing agency or covered facility that has made a

1 ~~good-faith~~**good-faith** offer of employment or an independent
2 contract or clinical privileges to the applicant shall request the
3 criminal history record information from the relevant licensing or
4 regulatory department and shall make a request regarding that
5 applicant to the relevant licensing or regulatory department to
6 conduct a check of all relevant registries in the manner required
7 in subsection (4). If the requirements of subsection (10) are not
8 met and a request to the Federal Bureau of Investigation to make a
9 subsequent determination of the existence of any national criminal
10 history pertaining to the applicant is necessary, the covered
11 facility or staffing agency shall proceed in the manner required in
12 subsection (4). A staffing agency that employs an individual who
13 regularly has direct access to or provides direct services to
14 patients or residents under an independent contract with a covered
15 facility shall submit information regarding the criminal history
16 check conducted by the staffing agency to the covered facility that
17 has made a ~~good-faith~~**good-faith** offer of independent contract to
18 that applicant.

19 (4) Upon receipt of the written consent to conduct a criminal
20 history check and identification required under subsection (3), a
21 staffing agency or covered facility that has made a ~~good-faith~~
22 **good-faith** offer of employment or an independent contract or
23 clinical privileges to the applicant shall make a request to the
24 department of state police to conduct a criminal history check on
25 the applicant, to input the applicant's fingerprints into the
26 automated fingerprint identification system database, and to
27 forward the applicant's fingerprints to the Federal Bureau of
28 Investigation. The department of state police shall request the
29 Federal Bureau of Investigation to make a determination of the

1 existence of any national criminal history pertaining to the
2 applicant. The applicant shall provide the department of state
3 police with a set of fingerprints. The request ~~shall~~**must** be made
4 in a manner prescribed by the department of state police. The
5 staffing agency or covered facility shall make the written consent
6 and identification available to the department of state police. The
7 staffing agency or covered facility shall make a request regarding
8 that applicant to the relevant licensing or regulatory department
9 to conduct a check of all relevant registries established according
10 to federal and state law and regulations for any substantiated
11 findings of abuse, neglect, or misappropriation of property. If the
12 department of state police or the Federal Bureau of Investigation
13 charges a fee for conducting the criminal history check, the
14 staffing agency or covered facility shall pay the cost of the
15 charge. Except as otherwise provided in this subsection, if the
16 department of state police or the Federal Bureau of Investigation
17 charges a fee for conducting the criminal history check, the
18 department shall pay the cost of or reimburse the charge for a
19 covered facility that is a home for the aged. After October 1,
20 2018, if the department of state police or the Federal Bureau of
21 Investigation charges a fee for conducting the criminal history
22 check, the department shall pay the cost of the charge up to 40
23 criminal history checks per year for a covered facility that is a
24 home for the aged with fewer than 100 beds and 50 criminal history
25 checks per year for a home for the aged with 100 beds or more. The
26 staffing agency or covered facility shall not seek reimbursement
27 for a charge imposed by the department of state police or the
28 Federal Bureau of Investigation from the individual who is the
29 subject of the criminal history check. A prospective employee or a

1 prospective independent contractor covered under this section may
2 not be charged for the cost of a criminal history check required
3 under this section. The department of state police shall conduct a
4 criminal history check on the applicant named in the request. The
5 department of state police shall provide the department with a
6 written report of the criminal history check conducted under this
7 subsection. The report ~~shall~~**must** contain any criminal history
8 record information on the applicant maintained by the department of
9 state police. The department of state police shall provide the
10 results of the Federal Bureau of Investigation determination to the
11 department within 30 days after the request is made. If the
12 requesting staffing agency or covered facility is not a state
13 department or agency and if criminal history record information is
14 disclosed on the written report of the criminal history check or
15 the Federal Bureau of Investigation determination that resulted in
16 a conviction, the department shall notify the staffing agency or
17 covered facility and the applicant in writing of the type of crime
18 disclosed on the written report of the criminal history check or
19 the Federal Bureau of Investigation determination without
20 disclosing the details of the crime. Any charges imposed by the
21 department of state police or the Federal Bureau of Investigation
22 for conducting a criminal history check or making a determination
23 under this subsection ~~shall~~**must** be paid in the manner required
24 under this subsection. The notice ~~shall~~**must** include a statement
25 that the applicant has a right to appeal the information relied
26 ~~upon~~**on** by the staffing agency or covered facility in making its
27 decision regarding his or her employment eligibility based on the
28 criminal history check. The notice ~~shall~~**must** also include
29 information regarding where to file and describing the appellate

1 procedures established under section 20173b.

2 (5) If a covered facility determines it necessary to employ or
3 grant clinical privileges to an applicant before receiving the
4 results of the applicant's criminal history check or criminal
5 history record information under this section, the covered facility
6 may conditionally employ or grant conditional clinical privileges
7 to the individual if all of the following apply:

8 (a) The covered facility requests the criminal history check
9 or criminal history record information under this section ~~upon~~**on**
10 conditionally employing or conditionally granting clinical
11 privileges to the individual.

12 (b) The individual signs a statement in writing that indicates
13 all of the following:

14 (i) That he or she has not been convicted of 1 or more of the
15 crimes that are described in subsection (1)(a) to (g) within the
16 applicable time period prescribed by each subdivision respectively.

17 (ii) That he or she is not the subject of an order or
18 disposition described in subsection (1)(h).

19 (iii) That he or she has not been the subject of a substantiated
20 finding as described in subsection (1)(i).

21 (iv) That he or she agrees that, if the information in the
22 criminal history check conducted under this section does not
23 confirm the individual's statements under subparagraphs (i) to (iii),
24 his or her employment or clinical privileges will be terminated by
25 the covered facility as required under subsection (1) unless and
26 until the individual appeals and can prove that the information is
27 incorrect.

28 (v) That he or she understands that the conditions described
29 in subparagraphs (i) to (iv) may result in the termination of his or

1 her employment or clinical privileges and that those conditions are
2 good cause for termination.

3 (c) Except as otherwise provided in this subdivision, the
4 covered facility does not permit the individual to have regular
5 direct access to or provide direct services to patients or
6 residents in the covered facility without supervision until the
7 criminal history check or criminal history record information is
8 obtained and the individual is eligible for that employment or
9 clinical privileges. If required under this subdivision, the
10 covered facility shall provide on-site supervision of an individual
11 in the covered facility on a conditional basis under this
12 subsection by an individual who has undergone a criminal history
13 check conducted in compliance with this section. A covered facility
14 may permit an individual in the covered facility on a conditional
15 basis under this subsection to have regular direct access to or
16 provide direct services to patients or residents in the covered
17 facility without supervision if all of the following conditions are
18 met:

19 (i) The covered facility, at its own expense and before the
20 individual has direct access to or provides direct services to
21 patients or residents of the covered facility, conducts a search of
22 public records on that individual through the internet criminal
23 history access tool maintained by the department of state police
24 and the results of that search do not uncover any information that
25 ~~would indicate~~ **indicates** that the individual is not eligible to
26 have regular direct access to or provide direct services to
27 patients or residents under this section.

28 (ii) Before the individual has direct access to or provides
29 direct services to patients or residents of the covered facility,

1 the individual signs a statement in writing that he or she has
2 resided in this state without interruption for at least the
3 immediately preceding 12-month period.

4 (iii) If applicable, the individual provides to the department
5 of state police a set of fingerprints on or before the expiration
6 of 10 business days following the date the individual was
7 conditionally employed or granted conditional clinical privileges
8 under this subsection.

9 (6) The department shall develop and distribute a model form
10 for the statements required under subsection (5) (b) and (c). The
11 department shall make the model form available to covered
12 facilities ~~upon~~**on** request at no charge.

13 (7) If an individual is employed as a conditional employee or
14 is granted conditional clinical privileges under subsection (5),
15 and the information under subsection (3) or report under subsection
16 (4) does not confirm the individual's statement under subsection
17 (5) (b) (i) to (iii), the covered facility shall terminate the
18 individual's employment or clinical privileges as required by
19 subsection (1).

20 (8) An individual who knowingly provides false information
21 regarding his or her identity, criminal convictions, or
22 substantiated findings on a statement described in subsection
23 (5) (b) (i) to (iii) is guilty of a misdemeanor punishable by
24 imprisonment for not more than 93 days or a fine of not more than
25 \$500.00, or both.

26 (9) A staffing agency or covered facility shall use criminal
27 history record information obtained under subsection (3) or (4)
28 only for the purpose of evaluating an applicant's qualifications
29 for employment, an independent contract, or clinical privileges in

1 the position for which he or she has applied and for the purposes
2 of subsections (5) and (7). A staffing agency or covered facility
3 or an employee of the staffing agency or covered facility shall not
4 disclose criminal history record information obtained under
5 subsection (3) or (4) to a person who is not directly involved in
6 evaluating the applicant's qualifications for employment, an
7 independent contract, or clinical privileges. An individual who
8 knowingly uses or disseminates the criminal history record
9 information obtained under subsection (3) or (4) in violation of
10 this subsection is guilty of a misdemeanor punishable by
11 imprisonment for not more than 93 days or a fine of not more than
12 \$1,000.00, or both. Except for a knowing or intentional release of
13 false information, a staffing agency or covered facility has no
14 liability in connection with a criminal history check conducted in
15 compliance with this section or the release of criminal history
16 record information under this subsection.

17 (10) Upon consent of an applicant as required in subsection
18 (3) and upon request from a staffing agency or covered facility
19 that has made a ~~good-faith~~**good-faith** offer of employment or an
20 independent contract or clinical privileges to the applicant, the
21 relevant licensing or regulatory department shall review the
22 criminal history record information, if any, and notify the
23 requesting staffing agency or covered facility of the information
24 in the manner prescribed in subsection (4). Until the department of
25 state police can participate with the Federal Bureau of
26 Investigation's automatic notification system similar to the system
27 required of the state police under subsection (13) and federal
28 regulations allow the federal criminal record to be used for
29 subsequent authorized uses, as determined in an order issued by the

1 department, a staffing agency or covered facility may rely on the
2 criminal history record information provided by the relevant
3 licensing or regulatory department under this subsection and a
4 request to the Federal Bureau of Investigation to make a subsequent
5 determination of the existence of any national criminal history
6 pertaining to the applicant is not necessary if all of the
7 following requirements are met:

8 (a) The criminal history check was conducted during the
9 immediately preceding 12-month period.

10 (b) The applicant has been continuously employed by the
11 staffing agency or a covered facility, adult foster care facility,
12 or mental health facility since the criminal history check was
13 conducted in compliance with this section or meets the continuous
14 employment requirement of this subdivision other than being on
15 layoff status for less than 1 year from a covered facility, adult
16 foster care facility, or mental health facility.

17 (c) The applicant can provide evidence acceptable to the
18 relevant licensing or regulatory department that he or she has been
19 a resident of this state for the immediately preceding 12-month
20 period.

21 (11) As a condition of continued employment, each employee,
22 independent contractor, or individual granted clinical privileges
23 shall do each of the following:

24 (a) Agree in writing to report to the staffing agency or
25 covered facility immediately upon being arraigned for 1 or more of
26 the criminal offenses listed in subsection (1)(a) to (g), upon
27 being convicted of 1 or more of the criminal offenses listed in
28 subsection (1)(a) to (g), upon becoming the subject of an order or
29 disposition described under subsection (1)(h), and upon being the

1 subject of a substantiated finding of neglect, abuse, or
2 misappropriation of property as described in subsection (1)(i).
3 Reporting of an arraignment under this subdivision is not cause for
4 termination or denial of employment.

5 (b) If a set of fingerprints is not already on file with the
6 department of state police, provide the department of state police
7 with a set of fingerprints.

8 (12) In addition to sanctions set forth in section 20165, a
9 licensee, owner, administrator, or operator of a staffing agency or
10 covered facility who knowingly and willfully fails to conduct the
11 criminal history checks as required under this section is guilty of
12 a misdemeanor punishable by imprisonment for not more than 1 year
13 or a fine of not more than \$5,000.00, or both.

14 (13) The department of state police and the Federal Bureau of
15 Investigation shall store and retain all fingerprints submitted
16 under this section and provide for an automatic notification if and
17 when subsequent criminal information submitted into the system
18 matches a set of fingerprints previously submitted under this
19 section. Upon ~~such~~**receiving that** notification, the department of
20 state police shall immediately notify the department and the
21 department shall immediately contact each respective staffing
22 agency or covered facility with which that individual is
23 associated. Information in the database established under this
24 subsection is confidential, is not subject to disclosure under the
25 freedom of information act, 1976 PA 442, MCL 15.231 to 15.246, and
26 ~~shall~~**must** not be disclosed to any person except for purposes of
27 this act or for law enforcement purposes.

28 (14) The department shall maintain an electronic web-based
29 system to assist staffing agencies and covered facilities required

1 to check relevant registries and conduct criminal history checks of
2 its employees, independent contractors, and individuals granted
3 privileges and to provide for an automated notice to those staffing
4 agencies and covered facilities for those individuals inputted in
5 the system who, since the initial criminal history check, have been
6 convicted of a disqualifying offense or have been the subject of a
7 substantiated finding of abuse, neglect, or misappropriation of
8 property. The department may charge a staffing agency a 1-time set-
9 up fee of up to \$100.00 for access to the electronic web-based
10 system under this section.

11 (15) As used in this section:

12 (a) "Adult foster care facility" means an adult foster care
13 facility licensed under the adult foster care facility licensing
14 act, 1979 PA 218, MCL 400.701 to 400.737.

15 (b) "Convicted" means either of the following:

16 (i) For a crime that is not a relevant crime **described under 42**
17 **USC 1320a-7(a)**, a final conviction, the payment of a fine, a plea
18 of guilty or nolo contendere if accepted by the court, or a finding
19 of guilt for a criminal law violation or a juvenile adjudication or
20 disposition by the juvenile division of probate court or family
21 division of circuit court for a violation that if committed by an
22 adult would be a crime.

23 (ii) For a relevant crime described under 42 USC 1320a-7(a),
24 convicted means that term as defined in 42 USC 1320a-7.

25 (c) "Covered facility" means a health facility or agency that
26 is a nursing home, county medical care facility, hospice, hospital
27 that provides swing bed services, home for the aged, or home health
28 agency.

29 (d) "Criminal history check conducted in compliance with this

section" includes a criminal history check conducted under this section, under section 134a of the mental health code, 1974 PA 258, MCL 330.1134a, or under section 34b of the adult foster care facility licensing act, 1979 PA 218, MCL 400.734b.

(e) "Direct access" means access to a patient or resident or to a patient's or resident's property, financial information, medical records, treatment information, or any other identifying information.

(f) "Home health agency" means a person ~~certified by Medicare~~ whose business is to provide **services** to individuals in their places of residence other than in a hospital, nursing home, or county medical care facility ~~1 or more including, but not limited to, any~~ of the following: ~~services: nursing services, therapeutic services, social work services, homemaker services, home health aide services, or other related services.~~

(i) **Nursing services.**

(ii) **Therapeutic services.**

(iii) **Social work services.**

(iv) **Homemaker services.**

(v) **Home health aide services.**

(vi) **Assistance with activities of daily living.**

(vii) **Companion care services.**

(viii) **Custodial care services.**

(ix) **Private duty care services.**

(x) **Continence care services.**

(xi) **Other related services.**

(g) "Independent contract" means a contract entered into by a covered facility with an individual who provides the contracted

1 services independently or a contract entered into by a covered
 2 facility with a staffing agency that complies with the requirements
 3 of this section to provide the contracted services to the covered
 4 facility on behalf of the staffing agency.

5 ~~(h) "Medicare" means benefits under the federal Medicare~~
 6 ~~program established under title XVIII of the social security act,~~
 7 ~~42 USC 1395 to 1395III.~~

8 (h) ~~(i)~~ "Mental health facility" means a psychiatric facility
 9 or other facility defined in 42 USC 1396d(d) **and** as described under
 10 the mental health code, 1974 PA 258, MCL 330.1001 to 330.2106.

11 (i) ~~(j)~~ "Staffing agency" means an entity that recruits
 12 candidates and provides temporary and permanent qualified staffing
 13 for covered facilities, including independent contractors.

14 (j) ~~(k)~~ "Under the facility's control" means an individual
 15 employed by or under independent contract with a covered facility
 16 for whom the covered facility does both of the following:

17 (i) Determines whether the individual who has access to
 18 patients or residents may provide care, treatment, or other similar
 19 support service functions to patients or residents served by the
 20 covered facility.

21 (ii) Directs or oversees 1 or more of the following:

22 (A) The policy or procedures the individual must follow in
 23 performing his or her duties.

24 (B) The tasks performed by the individual.

25 (C) The individual's work schedule.

26 (D) The supervision or evaluation of the individual's work or
 27 job performance, including imposing discipline or granting
 28 performance awards.

29 (E) The compensation the individual receives for performing

1 his or her duties.

2 (F) The conditions under which the individual performs his or

3 her duties.