

MICHIGAN WORKFORCE BACKGROUND CHECK PROGRAM

LEGAL GUIDE

An interpretation of Public Acts 27, 28, and 29 of 2006, as they relate to the types of crimes and their implications to employment suitability in health/adult foster care facilities and agencies

Forward

This legal guide was developed by the Department of Community Health, Office of Legal Affairs, and the Department of Human Services to assist health care/adult foster care providers and agencies in understanding and applying the recent background check laws, Public Acts 27 – 29 of 2006 (MCL 330.1134a, MCL 333.20173a, and MCL 400.734b, respectively), and 42 USC 1320a-7 as it is incorporated by the state laws.

What's New?

The April 2007 legal guide includes MCL citations (with hyperlinks to the Michigan Legislature Website) for the most common disqualifying offenses. Although the list is not exhaustive, it provides a quick reference to how convictions under Public Acts 27 – 29 are categorized by department analysts. Hint: Use Ctrl-F to locate MCL citations quickly.

The distinction between assault/battery convictions under Public Acts 27 - 29 is made by categorizing MCL citations and references to case law supporting the categories are provided in the Table of Cases.

The guide has been reformatted for easier reference to exclusions based on the federal law (42 USC 1320a-7) and the state laws (MCL 330.1134a, MCL 333.20173a, and MCL 400.734b.)

To download a copy of the legislative authority for the Michigan Workforce Background Check Program, go to www.legislature.mi.gov or https://miltcpartnership.org/MainSite/W1.aspx

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Exclusion Authorities

Federal Law - 42 USC 1320a-7

The authority to permanently exclude individuals for relevant convictions under 42 USC 1320a-7 is granted by sections 330.1134a(1)(a), 333.20173a(1)(a), and 400.734b(1)(a) of the Michigan Compiled Laws.

42 USC 1320a-7 (effective August 22, 1996) is a statutory provision within the federal Social Security Act (§§1128 and 1156) which describes a number of crimes, for which a **Federal**, **State**, **or local court** "conviction" will exclude an individual from participation in all federal health care programs including Medicare, Medicaid, Tricare, and Veterans programs.

NOTICE: The definition of a conviction under 42 USC 1320a-7 applies only to that statute. Exclusions under the Michigan statutes are based on a judgment of sentence. Deferred/delayed/suspended sentences are not considered to be convictions under the Michigan law.

The bases for exclusion under 42 USC 1320a-7 include mandatory exclusions including convictions for program-related fraud and patient abuse, health care fraud and felony controlled substance (relevant crimes). Michigan's laws prohibit a health/adult foster care facility or agency from employing, contracting with, or granting clinical privileges to an individual who has been convicted of a relevant crime under 42 USC 1320a-7.

If a health care provider arranges or contracts (by employment or otherwise) with an individual or entity who is excluded by the OIG from program participation for the provision of items or services reimbursable under such a Federal program, the provider may be subject to civil monetary penalty (CMP) liability if they render services reimbursed, directly or indirectly, by such a program. CMPs of up to \$10,000 for each item or service furnished by the excluded individual or entity and listed on a claim submitted for Federal program reimbursement, as well as an assessment of up to three times the amount claimed and program exclusion may be imposed. For liability to be imposed, the statute requires that the provider submitting the claims for health care items or services furnished by an excluded individual or entity "knows or should know" that the person was excluded from participation in the Federal health care programs (section 1128A(a)(6) of the Act; 42 CFR 1003.102(a)(2)). Providers and contracting entities have an affirmative duty to check the program exclusion status of individuals and entities prior to entering into employment or contractual relationships, or run the risk of CMP liability if they fail to do so. http://oig.hhs.gov/fraud/docs/alertsandbulletins/effected.htm

Michigan Law - MCL 330.1134a, 333.20173a, and 400.734b

MENTAL HEALTH CODE (EXCERPT) Act 258 of 1974

Public Act 27 Sec. 134a(1) (MCL 330.1134a(1))

Except as otherwise provided in subsection (2), a psychiatric facility or intermediate care facility for people with mental retardation shall not employ, independently contract with, or grant clinical privileges to an individual who regularly has direct access to or provides direct services to patients or residents in the psychiatric facility or intermediate care facility for people with mental retardation after the effective date of this section if the individual satisfies 1 or more of the following:

PUBLIC HEALTH CODE (EXCERPT) Act 368 of 1978

Public Act 28 Sec. 20173a(1) (MCL 333.20173a(1))

Except as otherwise provided in subsection (2), a health facility or agency that is a nursing home, county medical care facility, hospice, hospital that provides swing bed services, home for the aged, or home health agency shall not employ, independently contract with, or grant clinical privileges to an individual who regularly has direct access to or provides direct services to patients or residents in the health facility or agency after the effective date of this section if the individual satisfies one or more of the following:

ADULT FOSTER CARE FACILITY LICENSING ACT (EXCERPT) Act 218 of 1979

Public Act 29 Sec. 34b (MCL 400.734b(1))

In addition to the restrictions prescribed in sections 13, 22, and 31, and except as otherwise provided in subsection (2), an adult foster care facility shall not employ or independently contract with an individual who regularly has direct access to or provides direct services to residents of the adult foster care facility after the effective date of this section if the individual satisfies 1 or more of the following:

Section 1: Exclusions under 42 USC 1320a-7

STATUTE	CRIME	MCL	DESCRIPTION
330.1134a(1)(a) 333.20173a(1)(a) 400.734b(1)(a) NOTE: 1. A conviction under 42 USC 1320a-7 as incorporated in the Michigan statutes results in permanent exclusion from employment in health/adult foster care facilities and agencies. 2. Under 42 USC 1320a-7	a relevant crime described under 42 USC 1320a-7	Exclusion under 42 USC 1320a-7 can be based on a conviction under Federal, State, or local court law. The MCL codes listed are for Michigan only and do not constitute a comprehensive list. 750.145m 750.145n 750.145p 750.145q 750.145r	The crimes include: - Any conviction (felony or misdemeanor) relating to neglect or abuse of a patient in connection with delivery of health care item or service - Felony conviction relating to health care fraud
an individual or entity is considered to have been "convicted" of a criminal offense— (1) when a judgment of			- Felony conviction relating to the unlawful manufacture, distribution, prescription, or dispensing of a controlled substance
conviction has been entered against the individual or entity by a Federal, State, or local court, regardless of whether there is an appeal pending or whether the judgment of conviction or other record relating to criminal conduct has been expunged; (2) when there has been a		<u>333.7401</u>	- Manufacturing, creating, delivering, or possessing with intent to manufacture, create, or deliver prescribing, or administering controlled substance controlled substance, prescription form, or counterfeit prescription form dispensing
finding of guilt against the individual or entity by a Federal, State, or local court;		<u>333.7411</u>	Rec'd deferred adjudication for pleading guilty to a <u>felony</u> controlled substance offense.

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STATUTE	CRIME	MCL	DESCRIPTION
(3) when a plea of guilty or nolo contendere by the individual or entity has been accepted by a Federal, State, or local court; or (4) when the individual or entity has entered into participation in a first offender, deferred/delayed/suspended sentence, or other arrangement or program where judgment of conviction has been withheld, delayed or suspended		333.7340 750.16	-Selling, distributing, delivering, or furnishing product containing ephedrine or pseudoephedrine -Adulteration; drugs or medicine injurious to health

Section 2: Exclusions under Public Acts 27, 28 and 29 of 2006

Tier One - Felony Crimes Involving Aggravated Assault, Force or Violence, Cruelty, **Abuse and Neglect** 15 year exclusion DESCRIPTION MCL CRIME STATUTE Murder, 1st degree 750.316, et seq Tier One – Felony (i) a felony 330.1134a(1)(b)(i)-(vii) Assault and infliction of serious or 750.81a (3) - that involves the intent to 333.20173a-1(1)(b)(i)aggravated injury with spouse or cause death or serious (vii) dating relationship; 2nd or impairment of a body 400.734b(1)(a)(i)-(vii) subsequent conviction Assault against a family member; 3rd function, 750.81(4) or subsequent offense - that results in death or Has been convicted of serious impairment of the any of the following **NOTE:** Assault under Spouse body function. felonies, an attempt or Abuse Act, may receive conspiracy to commit deferred/delayed/suspended any of those felonies, or - that involves the use of sentencing under Michigan's Second force or violence, or any other state or federal Chance Statute (MCL §769.4a) crime that is similar to Deferred/delayed/suspended the felonies described - that involves the threat or sentences are not considered to be the use of force or violence under this subdivision. convictions under the Michigan other than a felony for law. a relevant crime described under 42 Family independence (DHS) agency 750.81c(2) and (3) USC 1320a-7, unless 15 employee; felonious assault (without years have lapsed since intent to commit murder or to inflict the individual completed great bodily harm less than murder) all the terms and conditions of his or her sentencing, parole, and Assaulting, battering, resisting, 750.81d probation for that obstructing, opposing person [felony] conviction prior performing duty (police officer, to the date of application conservation officer, sheriff or for employment or deputy, constable, peace officer, clinical privileges or the firefighter, EMT. date of the execution of Felonious assault; violation of 750.82 the independent contract: subsection in weapon free school zone Note: Clinical privileges 750.83 Assault with intent to commit do not apply to adult murder foster care facilities. Assault with intent to do great 750.84 bodily harm less than murder Assault with intent to maim **750.86** Attempt to murder 750.91

STATUTE	CRIME	MCL	DESCRIPTION
Tier One -Felony (cont.)		<u>750.529</u>	Armed robbery; use or possession of dangerous weapon; aggravated assault
330.1134a(1)(b)(i)-(vii) 333.20173a-1(1)(b)(i)-		<u>750.529a</u>	Carjacking
(vii) 400.734b(1)(a)(i)-(vii)		750.530	Robbery - Use of force or violence, assault or putting anyone present in fear during the commission of larceny of money or other property
	(ii) a felony involving cruelty or torture	<u>750.50b</u> (2)	Willfully, maliciously and without just cause or excuse kills, tortures, mutilates, maims, disfigures, or poisons an animal
		750.85	inflicts great bodily injury or severe mental pain or suffering with the intent to cause cruel or extreme physical or mental pain and suffering
		750.50(2)(b)(f)	Second or subsequent findings of guilt re: animals
	(iii) a felony under chapter XXA of the Michigan Penal Code, 1931 PA 328, MCL 750.145m to 750.145r	750.145m 750.145n 750.1450 750.145p 750.145q 750.145r	These fall under 42 USC 1320a-7 when the offense is committed in connection with the delivery of a health care item or service and the conviction occurs after August 21, 1996. 1 st , 2 nd degree
	(iv) a felony involving criminal sexual conduct	750.520b 750.520c 750.520d	Criminal sexual conduct, 2 nd degree Criminal sexual conduct, 3 rd degree
	(v) a felony involving abuse or neglect	<u>750.136b</u>	-Child abuse, 1 st and 2 nd degree
		See <u>750.135</u> through <u>750.145d(2)(b-f)</u>	Other felony crimes against minors
	(vi) a felony involving the use of a firearm or dangerous weapon	750.110a (2)(a) 1 st degree	Felony involving home invasion armed with a dangerous weapon

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10 year exclusion				
STATUTE	CRIME	MCL	DESCRIPTION	
MCL sections 330.1134a(1)(c)	All other felony convictions	<u>750.131</u> (3)	Felony; non-sufficient funds	
333.20173a(1)(c) 400.734(1)(c)	The crimes set forth in this part of the statute include all felony convictions other than	750.357	Felony Larceny; from a person	
Has been convicted of a celony or an attempt or a conspiracy to commit a	those described in Tier One or a relevant crime under 42	750.357b	Felony Larceny; stealing the firearm of another person	
felony, other than a felony for a relevant crime described under 42 USC 1320a-7 or a felony described under subdivision (b), unless 10 years have lapsed	USC 1320a-7. Any felony conviction disqualifies an individual for	750.356	Felony Larceny; money goods or chattel, a bank note, bank bill, bond, promissory note, due bill, bill of exchange or other bill, draft, order, or certificate, a book of accounts for or concerning money or goods due, to become due, or to be delivered	
since the individual completed all of the terms and conditions of		_750.356a	Felony Larceny; from a motor vehicle	
his or her sentencing, parole, and probation for that conviction prior to		750.356b	Felony Larceny; breaking & entering a coin operated telephone	
he date of application for employment or clinical privileges or the		750.356c	Felony Larceny; retail fraud 1st degree	
date of the execution of the independent contract.		750.360	Felony Larceny; places of abode, work, storage, conversance, worship & other places	
		750.362	Felony Larceny; by conversion	
		750.110a(3)	Felony Home invasion; 2 nd Degree	
		750.174	Embezzlement by agent, servant or employee, or trustee, bailee, or custodian	
		750.176	Embezzlement by administrator, executor or guardian	
		750.177	Embezzlement by chattel mortgagor vendee or lessee	

MCL	DESCRIPTION
750.178	Embezzlement of chattel mortgage, lease, or contract property by others
750.182	Embezzlement by warehouseman or forwarder of property receipted for
<u>750.180</u>	Embezzlement in bank, deposit, trust company, or credit union
750.535(2) 750.535(3)	Felony receiving/concealing stolen property or felony embezzlement
<u>750.535</u> (7)	Felony receiving & concealing motor vehicle
750.350a	Taking or retaining child by adoptive or natural parent
750.448	Accosting & soliciting or prostitution – 2 nd or subsequent conviction
<u>257.625</u>	Felony DUI
	All felony convictions for controlled substances prior to August 21, 1996, the effective date of 42 USC 1320a-7
	750.182 750.180 750.535(2) 750.535(3) 750.535(7) 750.350a

Tier Three – High Mis	demeanor Crimes		
10 year exclusion			
MCL sections 330.1134a(1)(d)(i)-(v) 333.20173a(1)(d)(i)-(v) 400.734a(1)(d)(i)-(v)	(i) a misdemeanor involving the use of a firearm or dangerous weapon with the intent to	750.81a(1)	Assault and Battery with serious or aggravating injury with NO RELATIONSHIP
Has been convicted of any of the following	injure, the use of a firearm or dangerous weapon that results in a	<u>750.81a</u> (2)	Aggravated Assault with RELATIONSHIP
misdemeanors, other than a misdemeanor for a relevant crime described under 42 USC 1320a-7, or a state or federal crime that is substantially similar to the	personal injury, or a misdemeanor involving the use of force or violence or the threat of the use of force or violence	<u>750.81c</u>	Threats or assault against employee of family independence agency (DHS)
misdemeanors described in this subdivision, within the 10 years immediately preceding the date of application for employment or clinical privileges or the date of the execution of the	(ii) a misdemeanor under Chapter XXA of the Michigan Penal Code, 1931 PA 328, MCL 750.145m to 750.145r	750.145m 750.145n 750.1450 750.145p 750.145q 750.145r	These statutory citations refer to misdemeanor crimes committed against "vulnerable adults," e.g., vulnerable adult abuse; 3 rd , 4 th degree
independent contract:	(iii) a misdemeanor involving criminal sexual conduct	<u>750.520e</u>	-Criminal sexual conduct, 4 th degree; instance of sexual contact with another person that does not involve sexual penetration
	(iv) a misdemeanor involving cruelty or torture unless otherwise provided under subdivision (e)	750.50(2)(b)(f)	-First conviction re: animals
		<u>750.356e</u>	Misdemeanor Retail Fraud, 1st Degree
			Any conviction stating "Felony reduced to a misdemeanor"

STATUTE	CRIME	MCL	DESCRIPTION
MCL sections 330.1134a(1)(e)(i)-(vii) 333.20173a(1)(e)(i)-(vii) 400.734a(1)(e)(i)-(vii) Has been convicted of any of the following misdemeanors, other than a misdemeanor for a relevant crime described under 42	(i) a misdemeanor involving cruelty if committed by an individual who is less than 16 years of age	<u>750.49</u> et seq	The crime of "cruelty" involves cruel treatment of animals.
	(ii) a misdemeanor involving home invasion	750.110a(4) 750.115(1)	Misdemeanor crime that typically involves "breaking and entering" or "entering without permission" into another person's home, building, outside area or other abode.)
USC 1320a-7, or a state or federal crime that is substantially similar to the misdemeanors described in	(iii) a misdemeanor involving embezzlement	<u>750.174</u>	Misdemeanor embezzlement by agent, servant or employee, or trustee, bailee, or custodian
the subdivision, within the 5 years immediately preceding the date of application for		<u>750.174a</u>	Person in relationship of trust with vulnerable adult
employment or clinical privileges or the date of the execution of the independent contract:		<u>750.535</u> (4)	Misdemeanor buying, receiving, possessing, concealing, or aiding in concealment of stolen, embezzled, or converted property or motor vehicle
	(iv) a misdemeanor involving negligent homicide	750.324	Negligent homicide (careless or reckless driving that causes death.)
	(v) a misdemeanor involving larceny	750.356a(2)(a)	Misdemeanor Larceny; motor vehicle or trailers
	"Larceny" is the legal	750.359	Larceny from vacant dwelling
	description of the act of stealing; also referred to as "theft"	<u>750.360a</u>	Misdemeanor electronic or magnetic theft detection; shielding merchandise
		<u>750.361</u>	Larceny or maliciously removing journal bearings or brasses
		750.362	Larceny by conversion
		<u>750.362a</u>	Misdemeanor larceny; rented motor vehicle, trailer or other tangible property

STATUTE	CRIME	MCL	DESCRIPTION
Tier Four - Misdemeanor (cont.) MCL sections 330.1134a(1)(e)(i)-(vii) 333.20173a(1)(e)(i)-(vii) 400.734a(1)(e)(i)-(vii)	(vi) a misdemeanor of retail fraud in the second degree	<u>750.356d</u>	"Retail fraud in the second degree" involves shoplifting property from a store that is offered for sale at a price of \$200 or more but less than \$1,000, or less than \$200 if the person has been previously convicted of any crime of theft. Note: Misdemeanor retail fraud, 1st degree- call the department
	(vii) any other misdemeanor involving assault, fraud, theft, or the possession or delivery of a controlled substance unless otherwise provided under subdivision (d), (f) or (g)	750.81 750.131(3) 333.20173a (8)	 Misdemeanor Assault or Assault and Battery Misdemeanor Non-Sufficient Funds Misdemeanor for providing false information in order to obtain employment in health care
		<u>750.181</u>	- Embezzlement of property belonging to person and part owner

Three year exclusion			
MCL sections	(i) a	<u>750.81</u>	A person commits an "assault" if
330.1134a(1)(f)(i)-(iii)	misdemeanor	WWO 04 (4)	he/she attempts or threatens to hurt another. Look for the words
333.20173a(1)(f)(i)-(iii)	for assault	<u>750.81c</u> (1)	assault or simple assault without
400.734a(1)(f)(i)-(iii)			the word "battery."
Has been convicted of any of		769.4a	assault against a family; NOTE:
the following			Assault under Spouse Abuse Act
misdemeanors, other than a			may receive deferred
misdemeanor for a relevant			adjudication under Michigan's
crime described under 42			Second Chance Statute
USC 1320a-7, or a state or			
federal crime that is substantially similar to the	(ii) a	<u>750.356d</u> (4)	Retail fraud; 3rd degree -shoplifting
misdemeanors described in	misdemeanor of		property from a store that is offered for sale at a price of less than \$200.
this subdivision, within the 3	retail fraud in the third degree		Tot sale at a price of less than \$200.
years immediately preceding	the third degree		
the date of application for	(iii) a	<u>333.7401</u> , et seq.	A misdemeanor "under part 74"
employment or clinical	misdemeanor	333.7404	refers to any misdemeanor involving
privileges or the date of the execution of the independent	under part 74	<u>750.16</u>	the creation, delivery, or possession
contract:			with intent to manufacture or delive
			a controlled substance. NOTE: The Public Health Code
			provides for deferred adjudication a
			a 2 nd Chance statute.

STATUTE	CRIME	MCL	DESCRIPTION
MCL sections 330.1134a(1)(g)(i)-(ii) 333.20173a(1)(g)(i)-(ii) 400.734a(1)(g)(i)-(ii) Has been convicted of	(i) a misdemeanor under Part 74 if the individual, at the time of conviction, is under the age of 18		2nd Chance Statute • Holmes Youthful Trainee Act (HYTA)
any of the following misdemeanors, other than a misdemeanor for a relevant crime described under 42 USC 1320a-7, or a state or federal crime that is substantially similar to the misdemeanors described in this subdivision, within the year	(ii) a misdemeanor for larceny or retail fraud in the second or third degree if the individual, at the time of conviction, is under the age of 16		Please see above.
immediately preceding the date of application for employment or clinical			
privileges or the date of the execution of the independent contract:			

Miscellaneous Crimes Permanent Exclusion

STATUTE	CRIME	MCL	DESCRIPTION
MCL section 330.1134a(1)(h) 333.20173a(1)(h) 400.734a(1)(h)	Is the subject of an order or disposition under section 16b of chapter IX of the code of criminal procedure, 1927 PA 175, MCL 769.16b.		This section applies to an individual if they have ever pleaded "not guilty by reason of insanity" (NGRI) and it has been entered into the LIEN system.
MCL section 330.1134a(1)(i) 333.20173a(1)(i) 400.734a(1)(i)	Has been the subject of a substantiated finding of neglect, abuse, or misappropriation of property by a state or federal agency pursuant to an investigation conducted in accordance with 42 USC 1395i-3 or 1396r.		This statutory citation refers to violations of those provisions of the federal Social Security Act that set forth requirements for skilled nursing facilities and nursing facilities, respectively.

Table of Cases

42 USC 1320a-7

Dickerson v. New Banner Institute, Inc., 460 U.S. 103 (1983). S.Ct. 986, 74 L.Ed.2d 845

Definition of the term "conviction" under 42 U.S.C. §1320a-7 is a question of federal, not state law despite the fact that the predicate offense and its punishment are defined by the law of the state.

Pennington v. Thompson 249 F.Supp.2d 931

Presence of aggravating circumstances

Scheidler v. Secretary of Health and Human Services, 2006 WL 689107 (S.D. Ohio)

State offense with deferred adjudication; exclusion from participation in Medicare, Medicaid, and all Federal health care programs.

Tore v. Department of Health and Human Services, Not Reported in F.Supp2d, 2005 WL (N.D.Ohio)

Treatment in lieu of conviction under state law is considered to be a conviction under 42 USC
§1320a-7.

Turner v. The Inspector General, Department of Health and Human Services Departmental Appeals Board Decision, CR1176, 2004

Whether a crime is related to the unlawful manufacture, distribution, prescription, or dispensing of a controlled substance under 42 USC §1320a-7 must be a common sense determination based on all relevant facts.

Assault

People v. Ring, 407 Mich. 196, 284 N.W.2d 718 (1979)

Definition of assault

State of Michigan v. Branner, 53 Mich. App. 541, 220 N.W. 2d 183 (1974)

Assault defined; assault with intent