



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

MARLON I. BROWN, DPA
DIRECTOR

May 6, 2024

Karen LaFave
Adult Learning Systems - UP, Inc
Suite-4
228 West Washington
Marquette, MI 49855

RE: License #: AS520083567
Investigation #: 2024A0873014
Transitions

Dear Ms. LaFave:

Attached is the Special Investigation Report for the above referenced facility. Due to the violations identified in the report, a written corrective action plan is required. The corrective action plan is due 15 days from the date of this letter and must include the following:

- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- How continuing compliance will be maintained once compliance is achieved.
- The signature of the responsible party and a date.

If you desire technical assistance in addressing these issues, please feel free to contact me. In any event, the corrective action plan is due within 15 days. Failure to submit an acceptable corrective action plan will result in disciplinary action.

Please review the enclosed documentation for accuracy and contact me with any questions. In the event that I am not available and you need to speak to someone immediately, please contact the local office at (517) 643-7960.

Sincerely,

A handwritten signature in black ink, appearing to be 'G. Peters', with a large loop and a horizontal stroke extending to the right.

Garrett Peters, Licensing Consultant
Bureau of Community and Health Systems
234 W. Baraga Ave.
Marquette, MI 49855
(906) 250-9318

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
BUREAU OF COMMUNITY AND HEALTH SYSTEMS
SPECIAL INVESTIGATION REPORT**

I. IDENTIFYING INFORMATION

License #:	AS520083567
Investigation #:	2024A0873014
Complaint Receipt Date:	03/18/2024
Investigation Initiation Date:	03/18/2024
Report Due Date:	05/17/2024
Licensee Name:	Adult Learning Systems - UP, Inc
Licensee Address:	Suite-4 228 West Washington Marquette, MI 49855
Licensee Telephone #:	(906) 228-7370
Administrator:	Karen LaFave
Licensee Designee:	Karen LaFave
Name of Facility:	Transitions
Facility Address:	607 Spring Street Marquette, MI 49855-9396
Facility Telephone #:	(906) 228-6359
Original Issuance Date:	11/03/1998
License Status:	REGULAR
Effective Date:	09/06/2023
Expiration Date:	09/05/2025
Capacity:	6
Program Type:	DEVELOPMENTALLY DISABLED MENTALLY ILL

II. ALLEGATION(S)

	Violation Established?
Staff member was sleeping during shift.	Yes
Additional Findings	No

III. METHODOLOGY

03/18/2024	Special Investigation Intake 2024A0873014
03/18/2024	Special Investigation Initiated - Telephone Interview with Casey O'Connor, ORR
03/18/2024	APS Referral Referral to APS
03/27/2024	Inspection Completed On-site
03/27/2024	Contact - Face to Face Interview with home manager Krystal Wells
03/28/2024	Contact - Document Sent Email to area manager Elisa Cowling
03/29/2024	Contact - Document Received Received copy of ALS sleep policy
05/02/2024	Contact - Telephone call made Interview with Amber Dawson
05/06/2024	Inspection Completed-BCAL Sub. Compliance
05/06/2024	Exit Conference With Karen LaFave

ALLEGATION:

Staff member was sleeping during shift.

INVESTIGATION:

On 3/18/24, I received a complaint from Casey O'Connor, recipient rights officer, who alleged Resident A found staff member Amber Dawson sleeping during her shift. Resident A told another staff member this information and this staff member told management.

On 3/27/24, I conducted an unannounced, onsite inspection of the home where I interviewed the home manager Krystal Wells. Ms. Wells was aware of the allegation and told me that Ms. Dawson usually works third shift at the home by herself. All staff are required to sign a waiver acknowledging they understand they are not to sleep during their shift. Nothing formally had yet been done about the situation. The home recently had a meeting where they went over the policy against sleeping. Ms. Dawson did not attend that meeting but reviewed the meeting notes when they became available. During my time at the home, I observed Resident A who appeared happy while socializing in the kitchen. The home had five residents in care.

On 3/29/24, I received a copy of Adult Learning System's (ALS) "Sleeping on Shift" policy. The policy read that sleeping during work hours was an act of major misconduct and staff who violate the policy may be subject to disciplinary action.

On 5/2/24, I interviewed ALS staff member Amber Dawson by telephone. She wasn't aware that a complaint had been made but ALS gave her a warning and told her to be careful not to fall asleep on shift. Ms. Dawson stated that she does not intentionally sleep at work but when she is there, she is alone, and the home is very quiet. Ms. Dawson will take steps to be sure she gets enough rest before work and will stay busy throughout her shift, so it does not happen again. There have been no incidents since this one and she's since had no issues staying awake during her shift.

APPLICABLE RULE	
R 400.14206	Staffing requirements.
	(2) A licensee shall have sufficient direct care staff on duty at all times for the supervision, personal care, and protection of residents and to provide the services specified in the resident's resident care agreement and assessment plan.
ANALYSIS:	The facility has a policy against staff sleeping during their shift. Ms. Dawson admitted to sleeping during her shift.
CONCLUSION:	VIOLATION ESTABLISHED

On 5/6/24, I shared the findings of this report with licensee designee Karen LaFave. Ms. LaFave stated all staff were reminded of the policy and Ms. Dawson was provided a warning for this first offense

IV. RECOMMENDATION

Contingent upon receipt of an acceptable corrective action plan, I recommend no changes to the status of this license.

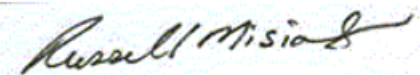


5/6/24

Garrett Peters
Licensing Consultant

Date

Approved By:



5/6/24

Russell B. Misiak
Area Manager

Date