

The Agency

Department of Labor and Training

Agency Operations

The Department of Labor and Training's primary responsibilities are to provide a comprehensive array of employment and training services to Rhode Islanders, and to administer the laws governing workforce regulation, safety and labor law enforcement. The Department consists of the following six programs: Central Management, Income Support, Workforce Development Services, Injured Workers Services, Workforce Regulation and Safety, and the Labor Relations Board.

The Central Management Program is responsible for the supervision, coordination and monitoring of all departmental functions to assure the efficient use of Federal and State resources. Organized through the Director's Office, the Central Management Program provides leadership, management, strategic planning, and control of departmental activities.

The Income Support Program encompasses all functions and activities related to Unemployment Insurance, Temporary Disability Insurance, and the Police and Fire Relief Funds.

The Workforce Development Services Program consists of employment and training programs designed to help individuals find gainful employment and employers suitable workers. It includes the Governor's Workforce Board Rhode Island whose mission is to establish policies, goals and guidelines to coordinate employment and training related programs in the state, and support efforts to link these activities with economic development strategies.

The Injured Workers Services Program operates the State's Workers' Compensation System. The Donley Center provides rehabilitation services including evaluations, therapy and counseling for workers injured on the job. The Workers' Compensation Education unit provides information to workers and employers regarding Workers' Compensation laws and regulations.

The Workforce Regulation and Safety Program is responsible for enforcing laws relating to professional regulation, labor standards, occupational health and safety and certification of weights and measures.

The Labor Relations Board is responsible for making bargaining unit determinations for the public sector, overseeing collective bargaining elections and investigating charges of unfair practices.

Agency Objectives

To provide the public programs for workforce development, income support, injured workers services, and workforce regulation and safety that exceed customer expectations, lead to an improved economy, and enhance the quality of life for all residents.

Statutory History

R.I.G.L. 42-16 created the department in 1996. R.I.G.L. 42-6 authorizes the appointment of the Director of Labor and Training.

The Budget

Department of Labor and Training

	FY 2004 Actual	FY 2005 Actual	FY 2006 Revised	FY 2007 Recommended
Expenditures by Program				
Central Management	635,874	798,571	1,166,565	1,273,199
Workforce Development Services	31,192,677	29,314,847	35,643,803	35,238,818
Workforce Regulation and Safety	2,282,317	3,333,986	3,198,401	3,685,065
Income Support	426,279,822	402,929,468	404,536,765	411,059,606
Injured Workers Services	9,564,346	10,083,246	11,646,941	10,846,503
Labor Relations Board	326,794	501,348	436,678	463,001
Total Expenditures	\$470,281,830	\$446,961,466	\$456,629,153	\$462,566,192
Expenditures By Object				
Personnel	40,112,552	38,923,210	44,319,251	42,333,826
Other State Operations	18,926,059	18,950,537	15,870,765	20,669,167
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	411,243,219	388,818,844	394,749,988	399,300,088
Subtotal: Operating Expenditures	\$470,281,830	\$446,692,591	454,940,004	\$462,303,081
Capital Improvements	-	268,875	1,689,149	263,111
Capital Debt Service	-	-	-	-
Total Expenditures	\$470,281,830	\$446,961,466	\$456,629,153	\$462,566,192
Expenditures By Funds				
General Revenue	7,534,669	7,096,275	7,706,093	7,532,903
Federal Funds	31,357,468	31,986,628	35,850,895	31,983,168
Restricted Receipts	22,053,116	22,322,945	22,588,326	23,954,322
Other Funds	409,336,577	385,555,618	390,483,839	399,095,799
Total Expenditures	\$470,281,830	\$446,961,466	\$456,629,153	\$462,566,192
FTE Authorization	536.7	513.7	510.7	467.9
Agency Measures				
Minorities as a Percentage of the Workforce	10.8%	12.5%	12.8%	13.2%
Females as a Percentage of the Workforce	64.9%	66.4%	66.8%	67.0%
Persons with Disabilities as a Percentage of the Workforce	2.4%	2.4%	2.5%	2.5%

The Program

Department of Labor and Training Central Management

Program Operations

The Central Management Program is responsible for the supervision, coordination and monitoring of all departmental functions to ensure the efficient use of federal and state resources. Organized through the Director's office, the Central Management Program provides leadership, management, strategic planning and control of departmental activities. An important aspect of the Central Management Program is intergovernmental relations. This liaison function is maintained through the continued sharing of information between the Department and the Governor's staff, other department directors and agency heads, U.S. Department of Labor representatives, State and Federal legislators, local employment and training officials and professional service organizations.

The Director's office provides strategic planning support for the Department in the development and implementation of new and revised programs and initiatives. Legal Services represents the Department in litigation matters, interprets law and regulations, and provides counsel to the Director and staff on complex legal issues relating to departmental operations.

In addition to the above, the Central Management Program provides an array of administrative services to the Department including personnel, purchasing, property management, financial management and information systems. The Human Resources unit processes all personnel actions, maintains central personnel files and assists with the labor relations functions. The Purchasing and Property Management Units provide centralized management of all purchasing functions in the Department, operates a central stock room and coordinates the maintenance and support of all facilities. The Financial Management unit prepares the Department's budgets, performs appropriation control and cash management functions, and is responsible for all federal and state financial reporting requirements. The Information Services unit is focused on meeting the Department's information needs by providing the coordination, planning, technical evaluation and implementation of information systems.

Program Objectives

To provide leadership, management and strategic planning in the development and implementation of a cost efficient and productive system of service delivery.

To provide competent legal representation and consultation to all departmental staff requiring such service.

To provide comprehensive financial management, staff development and management information services to all divisions within the department.

Statutory History

Title 42 of the Rhode Island General Laws establishes the responsibilities of the Director.

The Budget

Department of Labor and Training Central Management

	FY 2004 Actual	FY 2005 Actual	FY 2006 Revised	FY 2007 Recommended
Expenditures By Object				
Personnel	500,905	666,227	531,150	391,453
Other State Operations	132,783	126,702	384,591	876,697
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	2,186	4,949	4,998	5,049
Subtotal: Operating Expenditures	\$635,874	\$797,878	\$920,739	\$1,273,199
Capital Improvements	-	693	245,826	-
Capital Debt Service	-	-	-	-
Total Expenditures	\$635,874	\$798,571	\$1,166,565	\$1,273,199
Expenditures By Funds				
General Revenue	229,361	275,181	270,592	238,616
Restricted Receipts	406,513	523,390	895,973	1,034,583
Total Expenditures	\$635,874	\$798,571	\$1,166,565	\$1,273,199
Program Measures	NC	NC	NC	NC

The Program

Department of Labor and Training Workforce Development Services

Program Operations

The Workforce Development Services Program consists of several sub-programs:

Employment Service sub-program provides employment counseling, occupational exploration, aptitude interest and performance testing, career guidance, job search workshops, resume writing seminars, and referrals to training programs.

The Veterans' sub-program provides these same services to qualified veterans, except the services are provided through a specialized veteran staff. Veterans are given priority on referrals for all job orders.

The Workforce Investment Act sub-program prepares youth, unskilled adults, and dislocated workers for entry or re-entry into the labor force, using vocational planning, job search workshops, work readiness training, classroom training, and on-the-job training.

The Labor Market Information (LMI) sub-program collects, analyzes, and disseminates basic employment and unemployment data; projections by industry and occupation; industry staffing patterns; hourly wage rates; and the supply and demand of workers. It manages the State's Career Resource Network grant to help students make more informed career choices.

The newly created State Workforce Investment Board, known as the Governor's Workforce Board Rhode Island, establishes policies, goals and guidelines to coordinate employment and training related programs in the state, and supports efforts to link those activities with economic development strategies. The board oversees funding ensuring that strategic investments are made. A sub committee of the Governor's Workforce Board, the Human Resource Investment Council, under authority granted by R.I.G.L. 42-102, administers the Job Development Fund. These state dollars are used to support research, demonstration, coordination and training activities that help develop a productive work force and competitive business environment.

Program Objectives

To administer employment and training service programs to match job seekers with suitable job openings, and employers with suitable workers. To provide up-to-date labor market information to workers, employers and students and to help individuals find jobs.

Statutory History

The Federal Social Security Act of 1935 and the Wagner-Peyser Act created state employment service programs. The Workforce Investment Act of 1998 created state job development and training programs. R.I.G.L. 42-102 created the Rhode Island Human Resource Investment Council programs.

The Budget

Department of Labor and Training Workforce Development Services

	FY 2004 Actual	FY 2005 Actual	FY 2006 Revised	FY 2007 Recommended
Expenditures by Subprogram				
Employment Services	3,384,450	3,259,947	3,239,070	3,223,754
JPTA & Other Training Programs	17,040,360	14,497,623	22,521,814	20,304,108
Labor Market Information	778,564	716,548	856,610	715,238
Human Resource Investment Council	9,375,594	10,352,370	8,452,045	10,456,560
Veteran Services	613,709	488,359	574,264	539,158
Total Expenditures	\$31,192,677	\$29,314,847	\$35,643,803	\$35,238,818
Expenditures By Object				
Personnel	12,910,483	11,638,877	16,015,316	16,785,629
Other State Operations	2,429,162	2,554,830	2,418,118	3,490,440
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	15,853,032	14,971,229	16,502,120	14,899,638
Subtotal: Operating Expenditures	\$31,192,677	\$29,164,936	\$34,935,554	\$35,175,707
Capital Improvements		149,905	708,249	63,111
Capital Debt Service	-	6	-	-
Total Expenditures	\$31,192,677	\$29,314,847	\$35,643,803	\$35,238,818
Expenditures By Funds				
General Revenue	1,694,542	-	673,000	-
Federal Funds	15,995,646	15,170,579	19,562,546	16,610,404
Restricted Receipts	9,891,232	10,352,370	8,452,045	10,456,560
Other Funds	3,611,257	3,791,898	6,956,212	8,171,854
Total Expenditures	\$31,192,677	\$29,314,847	\$35,643,803	\$35,238,818
Program Measures				
Adult Dislocated Worker Average Earnings Change	92.2%	94.6%	98.0%	98.0%
Adult Dislocated Worker Retention Rate	91.8%	92.8%	90.0%	92.0%

The Program

Department of Labor and Training Workforce Regulation and Safety

Program Operations

Workforce Regulation and Safety is a regulatory division charged with enforcing and interpreting labor laws relating to professional regulation, labor standards, weights and measures, and occupational safety. This is accomplished through licensing, inspection programs, educational programs, workshops, seminars, and enforcement of the various labor laws.

The Labor Standards unit enforces labor laws and provides for worker protection in the areas of wages and hours, including but not limited to payment and collection of wages, minimum wages, and overtime provisions. The division also enforces laws regarding work permits on Sundays and holidays, child labor, parental and family leave, and industrial homework.

The Occupational Safety Unit safeguards public and private sectors workplace environments by enforcing laws relating to safety compliance, elevators, boilers, and hazardous substances.

The Trade Licensing Unit licenses trade members, and monitors and enforces trade laws pertaining to electricians, hoisting engineers, pipefitters, refrigeration technicians, sprinkler fitters, plumbers, sheet metal workers and telecommunications technicians. Staff responsibilities include conducting on-site inspections in order to safeguard the health, safety, and welfare of the general public.

The Prevailing Wage Unit is responsible for preventing unfair competition and worker exploitation. This is accomplished by enforcing prevailing wage rates for hours worked on public construction projects and ensuring that prevailing wages are paid in accordance with the laws.

Program Objectives

To impartially administer the labor laws designed to protect consumers, employees, and employers and to ensure the Rhode Island workplace is a safe, competitive, fair environment to work or conduct business.

Statutory History

In 1939, R.I.G.L. 42-16 established the Department of Labor and defined its functions. The Department of Labor and the Department of Employment and Training were merged into the Department of Labor and Training effective August 6, 1996 by 96-H-8219 Sub A.

The Budget

Department of Labor and Training Workforce Regulation and Safety

	FY 2004 Actual	FY 2005 Actual	FY 2006 Revised	FY 2007 Recommended
Expenditures by Subprogram				
Labor Standards	822,248	924,362	524,274	769,139
Occupational Safety	558,350	977,820	1,475,417	1,584,730
Professional Regulations	901,719	1,431,804	1,198,710	1,331,196
Total Expenditures	\$2,282,317	\$3,333,986	\$3,198,401	\$3,685,065
Expenditures By Object				
Personnel	1,647,790	2,704,961	2,793,189	2,713,012
Other State Operations	340,925	314,693	383,665	739,321
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	293,602	305,727	12,856	232,732
Subtotal: Operating Expenditures	\$2,282,317	\$3,325,381	\$3,189,710	\$3,685,065
Capital Improvements	-	8,605	8,691	-
Capital Debt Service	-	-	-	-
Total Expenditures	\$2,282,317	\$3,333,986	\$3,198,401	\$3,685,065
Expenditures By Funds				
General Revenue	2,282,317	3,333,986	3,198,401	3,685,065
Total Expenditures	\$2,282,317	\$3,333,986	\$3,198,401	\$3,685,065
Program Measures				
Percentage of Limited Work Permits Assigned for Investigation Which Were Denied	19.0%	34.5%	37.0%	39.0%
Percentage of Boilers and Pressure Vessels Compliant with Code upon Initial Inspection	61.0%	76.0%	80.0%	80.0%
Percentage of Elevators and Escalators Compliant with Applicable Codes	61.0%	70.0%	75.0%	75.0%

The Program

Department of Labor and Training Income Support

Program Operations

The mission of the Income Support Program is to provide customers with income support in a timely, efficient and courteous manner. This mission is accomplished by providing accurate information; by interpreting and applying laws, policies, and regulations in a fair and consistent manner for all customers; and by maintaining confidentiality of all information. The income support programs provide Unemployment Insurance, Temporary Disability Insurance, and Police and Fire Relief Benefits.

Unemployment Insurance provides temporary income support to workers who have lost employment through no fault of their own. While claiming benefits an individual must be able to work, be available for work and be willing to accept suitable work when it is offered. Unemployment Insurance benefits are funded from Rhode Island employer contributions based upon their experience rating.

Temporary Disability Insurance pays weekly benefits to individuals who are unable to work due to non-work related illness or injury. The disability must be certified by a qualified healthcare provider (QHP) and the disabled worker must meet a minimum earnings standard in order to qualify. The Temporary Disability Insurance Program is financed entirely from employee contributions.

Police and Fire Relief provides financial compensation to police officers, firefighters, and crash rescue personnel or their families for death or disabling injuries. Tuition benefits are also provided for dependent children at Rhode Island state colleges.

Program Objectives

To administer the income support programs in a timely, efficient, and courteous manner.

To comply with the regulations and guidelines established by the United States Department of Labor.

Statutory History

Title 28 Chapters 39-44 of the Rhode Island General Laws include general provisions relating to Unemployment Insurance and Temporary Disability Insurance programs. R.I.G.L. 45-19 relates to Police and Fire Funds.

The Budget

Department of Labor and Training Income Support

	FY 2004 Actual	FY 2005 Actual	FY 2006 Revised	FY 2007 Recommended
Expenditures by Subprogram				
Unemployment Insurance	259,846,475	231,292,355	228,964,248	230,387,877
Temporary Disability Insurance Fund	163,461,838	168,483,671	172,445,095	177,525,508
Fire and Police	2,971,509	3,153,442	3,127,422	3,146,221
Total Expenditures	\$426,279,822	\$402,929,468	\$404,536,765	\$411,059,606
Expenditures By Object				
Personnel	18,420,685	16,860,257	16,948,987	14,559,751
Other State Operations	15,243,035	15,080,653	11,331,490	14,735,897
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	392,616,102	370,916,746	375,651,485	381,763,958
Subtotal: Operating Expenditures	\$426,279,822	\$402,857,656	\$403,931,962	\$411,059,606
Capital Improvements	-	71,812	604,803	-
Capital Debt Service	-	-	-	-
Total Expenditures	\$426,279,822	\$402,929,468	\$404,536,765	\$411,059,606
Expenditures By Funds				
General Revenue	2,971,509	3,153,442	3,127,422	3,146,221
Federal Funds	15,391,968	16,648,367	16,288,349	15,372,764
Restricted Receipts	2,191,025	1,363,939	1,593,367	1,616,676
Other Funds	405,725,320	381,763,720	383,527,627	390,923,945
Total Expenditures	\$426,279,822	\$402,929,468	\$404,536,765	\$411,059,606
Program Measures				
Initial Unemployment Insurance Claims Promptly Paid	95.5%	95.9%	95.0%	95.0%
Initial Unemployment Insurance Claims Accurately Paid	93.4%	94.2%	96.0%	96.0%
Percentage of Wage Information Transferred to Other States on a Timely Basis	83.4%	86.9%	85.0%	85.0%
Percentage of Temporary Disability Claims Filed that are Either Authorized or Disallowed within 21 Days of their Receipt	81.6%	80.1%	80.0%	80.0%
Percentage of Nonmonetary Determinations Receiving an Acceptable Grade for Completeness of Fact-Finding and Correctness	82.1%	87.5%	90.0%	93.0%

The Program

Department of Labor and Training Injured Workers Services

Program Operations

The Injured Workers Services Division of Workers' Compensation (WC) monitors procedures and payments made by insurance carriers to employees unable to work because of injury sustained on the job. This division also assures that vocational and physical rehabilitation assistance, as well as educational seminars, are available to injured employees. The division is made up of the Workers' Compensation (administrative) unit, the Dr. John E. Donley Rehabilitation Center, the Workers' Compensation Education unit, and the Fraud and Prevention Compliance unit.

The Workers' Compensation (administrative) unit monitors all claim filings to ensure proper payment by the insurance carrier and maintains all records and statistical data. It operates a self-insurance program for larger companies who meet certain criteria.

The rehabilitation unit, housed at the Dr. John E. Donley Rehabilitation and Education Center provides broad-based rehabilitation programs for individuals within the Workers' Compensation System. Services include complete evaluation and treatment programs.

The Education unit provides services throughout Rhode Island pertaining to all aspects of workplace safety and Workers' Compensation system information and education.

The Fraud Prevention and Compliance unit's mission is to detect, prevent, and refer for criminal prosecution and suspected fraudulent activity related to Workers' Compensation, as well as to ensure employer and insurer confidence with the requirements of the Workers' Compensation Act.

Program Objectives

To maintain a WC system that is fair to both employees and employers.

To maintain a WC system that emphasizes and rewards safety in the workplace.

To maintain a WC system that is cost-competitive and that insurance coverage for employers is available at a low cost.

To maintain a WC system that is free from fraud and ensures that all employers required to carry Workers' Compensation insurance is compliant.

Statutory History

Title 28, Chapters 29 through 38 of the General Laws of Rhode Island contain provisions relating to state and municipal employees, report of injuries, benefits, and other aspects of the WC system.

The Budget

Department of Labor and Training Injured Workers Services

	FY 2004 Actual	FY 2005 Actual	FY 2006 Revised	FY 2007 Recommended
Expenditures by Subprogram				
Workers' Compensation Compliance	5,457,034	5,567,828	6,283,014	5,801,633
Education and Rehabilitation	4,107,312	4,515,418	5,363,927	5,044,870
Total Expenditures	\$9,564,346	\$10,083,246	\$11,646,941	\$10,846,503
Expenditures By Object				
Personnel	6,341,338	6,682,485	7,633,397	7,464,729
Other State Operations	705,898	699,214	1,313,435	783,063
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	2,517,110	2,630,586	2,578,529	2,398,711
Subtotal: Operating Expenditures	\$9,564,346	\$10,012,285	\$11,525,361	\$10,646,503
Capital Improvements	-	70,961	121,580	200,000
Capital Debt Service	-	-	-	-
Total Expenditures	\$9,564,346	\$10,083,246	\$11,646,941	\$10,846,503
Expenditures By Funds				
Restricted Receipts	9,564,346	10,083,246	11,646,941	10,846,503
Total Expenditures	\$9,564,346	\$10,083,246	\$11,646,941	\$10,846,503
Program Measures				
Return to Work Rate	93.0%	88.0%	93.0%	93.0%
Percentage of Prosecuted Workers' Compensation Fraud Cases Resulting in Guilty Verdicts or Nolo Contendre Pleas	100.0%	100.0%	95.0%	95.0%
Percentage of Students Completing the Computer Skills Workshop who pass the Proficiency Exam	65.0%	90.0%	95.0%	95.0%

The Program

Department of Labor and Training Labor Relations Board

Program Operations

The Rhode Island State Labor Relations Act declares that it is the public policy of the State to encourage the practice and procedure of collective bargaining, and to protect employees in the exercise of full freedom of association, self organization and designation of representatives of their own choosing for the purposes of collective bargaining. It is in the public interest that an equality of bargaining power between the employer and the employees be established and maintained. To that end, the Rhode Island State Labor Relations Board is empowered to make bargaining unit determinations, settle controversies as to employee representation, and to prevent unfair labor practices, through informal hearing, investigation, and the formal hearing process.

Program Objectives

To provide for expeditious resolution of representation election petitions, requests for unit clarification/accretion, and charges of unfair labor practices, through hearings and investigations, in accordance with the provisions of the Rhode Island State Labor Relations Act and its amendments.

Statutory History

The statutory basis for the Labor Relations Board is contained within R.I.G.L. 28-7, et seq.; R.I.G.L. 28-9.1 through 28-9.7; and R.I.G.L. 36-11.

The Budget

Department of Labor and Training Labor Relations Board

	FY 2004 Actual	FY 2005 Actual	FY 2006 Revised	FY 2007 Recommended
Personnel	291,351	370,403	397,212	419,252
Other State Operations	74,256	174,445	39,466	43,749
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	(38,813)	(10,393)	-	-
Subtotal: Operating Expenditures	\$326,794	\$534,455	\$436,678	\$463,001
Capital Improvements	-	(33,101)	-	-
Capital Debt Service	-	(6)	-	-
Total Expenditures	\$326,794	\$501,348	\$436,678	\$463,001
Expenditures By Funds				
General Revenue	356,940	333,666	436,678	463,001
Federal Funds	(30,146)	167,682	-	-
Total Expenditures	\$326,794	\$501,348	\$436,678	\$463,001
Program Measures				
Percentage of Cases Resolved	53.0%	44.0%	55.0%	60.0%