

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 strategic planning, policy and oversight to promote all departmental functions and 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 program controls 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 Fund.

The Workforce Development 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 key 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, oversees collective bargaining elections and investigates 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 2005 Actual	FY 2006 Actual	FY 2007 Revised	FY 2008 Recommended
Expenditures by Program				
Central Management	798,571	788,198	757,061	678,804
Workforce Development Services	29,314,851	23,828,649	30,159,303	34,321,744
Workforce Regulation and Safety	3,333,986	3,267,708	3,145,762	2,805,594
Income Support	403,951,387	397,057,239	401,832,418	410,087,117
Injured Workers Services	10,083,246	11,221,741	11,163,310	11,087,418
Labor Relations Board	501,348	144,704	418,644	473,214
Total Expenditures	\$447,983,389	\$436,308,239	\$447,476,498	\$459,453,891
Expenditures By Object				
Personnel	39,042,036	41,669,180	42,235,202	41,744,141
Operating Supplies and Expenses	4,480,220	6,338,488	12,696,997	11,719,693
Aid To Local Units Of Government	-	-	1,431,453	1,155,401
Assistance, Grants and Benefits	388,475,642	374,243,213	383,793,694	397,911,146
Subtotal: Operating Expenditures	\$431,997,898	\$422,250,881	\$440,157,346	\$452,530,381
Capital Purchases and Equipment	853,429	2,256,317	1,632,735	864,074
Debt Service	1,042,571	-	-	-
Operating Transfers	14,089,491	11,801,041	5,686,417	6,059,436
Total Expenditures	\$447,983,389	\$436,308,239	\$447,476,498	\$459,453,891
Expenditures By Funds				
General Revenue	7,096,275	7,324,547	6,997,013	6,651,959
Federal Funds	31,826,292	33,831,504	34,373,400	28,124,845
Restricted Receipts	22,322,945	15,355,924	20,082,977	28,283,698
Other Funds	386,737,877	379,796,264	386,023,108	396,393,389
Total Expenditures	\$447,983,389	\$436,308,239	\$447,476,498	\$459,453,891
FTE Authorization	513.7	510.7	467.9	455.9
Agency Measures				
Minorities as a Percentage of the Workforce	12.5%	12.8%	13.2%	13.2%
Females as a Percentage of the Workforce	66.4%	67.4%	67.0%	68.2%
Persons with Disabilities as a Percentage of the Workforce	2.4%	2.3%	2.5%	2.6%

The Program

Department of Labor and Training Central Management

Program Operations

The Central Management Program is responsible for the strategic planning, policy and oversight of all department functions to ensure the efficient and effective use of federal and state resources. Organized through the Director's office, the Central Management Program provides leadership, management, planning and control of all 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 Central Management Program also provides an array of administrative services for the Department including, legal services, purchasing, and financial management. The Legal Services unit 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. The Facilities Management and Purchasing Units provide centralized management of all purchasing functions, operates a central stock and mail room, coordinates the maintenance and support of facilities and other ancillary services. 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 Human Resources, Facilities Management and Information Systems functions are administered in collaboration with the Department of Administration. The Human Resources unit processes all personnel actions, maintains central personnel files and assists with the labor relations functions. The Facilities management unit provides the support and maintenance of the grounds and facilities. 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 within and external to the department.

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 2005 Actual	FY 2006 Actual	FY 2007 Revised	FY 2008 Recommended
Expenditures By Object				
Personnel	667,869	604,141	541,274	479,112
Operating Supplies and Expenses	123,836	175,307	85,310	72,325
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	3,307	2,566	2,592	2,617
Subtotal: Operating Expenditures	\$795,012	\$782,014	\$629,176	\$554,054
Capital Purchases and Equipment	3,510	6,184	127,885	124,750
Debt Service	49	-	-	-
Total Expenditures	\$798,571	\$788,198	\$757,061	\$678,804
Expenditures By Funds				
General Revenue	275,181	231,643	228,698	195,297
Restricted Receipts	523,390	556,555	528,363	483,507
Total Expenditures	\$798,571	\$788,198	\$757,061	\$678,804
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 test 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 veterans 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 and projects 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 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 these 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 2005 Actual	FY 2006 Actual	FY 2007 Revised	FY 2008 Recommended
Expenditures by Subprogram				
Employment Services	5,715,972	7,852,091	6,984,453	7,842,513
JPTA & Other Training Programs	12,041,604	12,519,685	15,367,947	10,345,820
Labor Market Information	716,546	932,705	676,312	661,280
Human Resource Investment Council	10,352,370	1,979,363	6,630,507	14,952,134
Veteran Services	488,359	544,805	500,084	519,997
Total Expenditures	\$29,314,851	\$23,828,649	\$30,159,303	\$34,321,744
Expenditures By Object				
Personnel	11,650,550	14,101,891	14,324,318	14,238,945
Operating Supplies and Expenses	1,820,423	1,720,502	2,554,250	1,799,396
Aid To Local Units Of Government	-	-	1,213,247	932,656
Assistance, Grants and Benefits	14,959,548	7,404,902	11,659,146	17,209,308
Subtotal: Operating Expenditures	\$28,430,521	\$23,227,295	\$29,750,961	\$34,180,305
Capital Purchases and Equipment	170,765	601,354	408,342	141,439
Debt Service	251,441	-	-	-
Operating Transfers	462,124	-	-	-
Total Expenditures	\$29,314,851	\$23,828,649	\$30,159,303	\$34,321,744
Expenditures By Funds				
General Revenue	-	293,000	35,699	2,500
Federal Funds	15,170,583	16,234,132	17,867,354	13,368,113
Restricted Receipts	10,352,370	1,979,363	6,630,507	14,952,134
Other Funds	3,791,898	5,322,154	5,625,743	5,998,997
Total Expenditures	\$29,314,851	\$23,828,649	\$30,159,303	\$34,321,744
Program Measures				
Adult Dislocated Worker Retention Rate	88.5%	82.8%	90.0%	90.0%

The Program

Department of Labor and Training Workforce Regulation and Safety

Program Operations

Workforce Regulation & Safety is a regulatory division charged with enforcing the safety laws that protect the states' workforce for fair collection of wages, child labor laws, safety in public buildings, trade licensing, apprenticeships, hazardous substance exposure, weights and measures, and prevailing wage laws. This is accomplished through licensing, inspection programs, educational programs, workshops and labor laws enforcement.

The Labor Standards unit enforces labor laws. It 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 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 2005 Actual	FY 2006 Actual	FY 2007 Revised	FY 2008 Recommended
Expenditures by Subprogram				
Labor Standards	924,362	590,183	1,375,305	1,114,235
Occupational Safety	977,820	1,475,421	921,289	842,794
Professional Regulations	1,431,804	1,202,104	849,168	848,565
Total Expenditures	\$3,333,986	\$3,267,708	\$3,145,762	\$2,805,594
Expenditures By Object				
Personnel	2,713,453	2,789,580	2,464,015	2,599,801
Operating Supplies and Expenses	292,324	458,042	193,968	196,270
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	297,235	3,306	481,689	3,372
Subtotal: Operating Expenditures	\$3,303,012	\$3,250,928	\$3,139,672	\$2,799,443
Capital Purchases and Equipment	30,656	16,780	6,090	6,151
Debt Service	318	-	-	-
Operating Transfers	-	-	-	-
Total Expenditures	\$3,333,986	\$3,267,708	\$3,145,762	\$2,805,594
Expenditures By Funds				
General Revenue	3,333,986	3,267,708	3,145,762	2,805,594
Total Expenditures	\$3,333,986	\$3,267,708	\$3,145,762	\$2,805,594
Program Measures				
Percentage of Limited Work Permits Assigned for Investigation Which Were Denied	35.0%	33.0%	35.0%	35.0%
Percentage of Boilers and Pressure Vessels Compliant with Code upon Initial Inspection	76.0%	97.6%	98.5%	98.5%
Percentage of Elevators and Escalators Compliant with Applicable Codes	70.0%	72.0%	80.0%	80.0%

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 services in a timely, efficient and courteous manner. This mission is accomplished by providing accurate information; by interpreting and applying the state and federal 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, be actively seeking employment, and be willing to accept suitable work when it is offered. Applicants must meet a minimum earnings standard and state statute requirements in order to qualify for benefits. 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 for benefits. 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 and correctional officers and/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 with concentration on continuous improvement.

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 2005 Actual	FY 2006 Actual	FY 2007 Revised	FY 2008 Recommended
Expenditures by Subprogram				
Unemployment Insurance	232,538,639	222,446,307	225,353,260	229,276,807
Temporary Disability Insurance Fund	168,259,306	171,454,824	173,310,948	177,634,956
Fire and Police	3,153,442	3,156,108	3,168,210	3,175,354
Total Expenditures	\$403,951,387	\$397,057,239	\$401,832,418	\$410,087,117
Expenditures By Object				
Personnel	16,885,176	17,106,847	16,997,839	16,090,051
Operating Supplies and Expenses	2,005,615	3,177,695	9,425,795	9,217,915
Aid To Local Units Of Government	-	-	218,206	222,745
Assistance, Grants and Benefits	370,667,460	364,127,865	368,758,014	378,053,573
Subtotal: Operating Expenditures	\$389,558,251	\$384,412,407	\$395,399,854	\$403,584,284
Capital Purchases and Equipment	502,759	843,791	746,147	443,397
Debt Service	263,010	-	-	-
Operating Transfers	13,627,367	11,801,041	5,686,417	6,059,436
Total Expenditures	\$403,951,387	\$397,057,239	\$401,832,418	\$410,087,117
Expenditures By Funds				
General Revenue	3,153,442	3,156,108	3,168,210	3,175,354
Federal Funds	16,488,027	17,828,756	16,506,046	14,756,732
Restricted Receipts	1,363,939	1,598,265	1,760,797	1,760,639
Other Funds	382,945,979	374,474,110	380,397,365	390,394,392
Total Expenditures	\$403,951,387	\$397,057,239	\$401,832,418	\$410,087,117
Program Measures				
Initial Unemployment Insurance Claims Promptly Paid	95.9%	96.2%	95.0%	95.0%
Initial Unemployment Insurance Claims Accurately Paid	94.2%	96.0%	96.0%	96.1%
Percentage of Wage Information Transferred to Other States on a Timely Basis	86.9%	85.0%	85.0%	85.0%
Percentage of Temporary Disability Claims Filed that are Either Authorized or Disallowed within 21 Days of their Receipt	80.1%	78.5%	80.0%	80.0%
Percentage of Nonmonetary Determinations Receiving an Acceptable Grade for Completeness of Fact-Finding and Correctness	87.5%	89.7%	93.0%	94.0%

The Program

Department of Labor and Training Injured Workers Services

Program Operations

The Injured Workers Services Division monitors procedures and payments made by insurance carriers to employees unable to work because of job related injury and collects and disseminates statistical data. This division also provides vocational and physical rehabilitation assistance, as well as educational seminars, which are available to employers, employees, insurers, attorneys, and medical professionals and responds to compliance and fraud issues. The division is made up of the Workers' Compensation (administrative) unit, the Dr. John E. Donley Rehabilitation Center 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 corresponding records and statistical data. It creates a self-insured program for large companies who meet certain criteria.

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

The Rehabilitation Unit, housed at the Dr. John E. Donley Rehabilitation Center provides broad-based rehabilitation programs for injured workers with the Workers' Compensation System. Services include complete evaluations and treatment programs.

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 with insurance coverage for employers available at a low cost.

To maintain a WC system that is free from fraud and ensures that all employers subject to the Act carry the proper insurance coverage.

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 2005 Actual	FY 2006 Actual	FY 2007 Revised	FY 2008 Recommended
Expenditures by Subprogram				
Workers' Compensation Compliance	5,567,828	6,318,210	6,431,146	6,301,369
Education and Rehabilitation	4,515,418	4,903,531	4,732,164	4,786,049
Total Expenditures	10,083,246	\$11,221,741	\$11,163,310	\$11,087,418
Expenditures By Object				
Personnel	6,762,512	6,889,120	7,513,815	7,887,721
Operating Supplies and Expenses	600,622	995,600	418,881	414,994
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	2,550,559	2,701,880	2,892,253	2,642,276
Subtotal: Operating Expenditures	\$9,913,693	\$10,586,600	\$10,824,949	\$10,944,991
Capital Purchases and Equipment	169,143	635,141	338,361	142,427
Debt Service	410	-	-	-
Operating Transfers	-	-	-	-
Total Expenditures	\$10,083,246	\$11,221,741	\$11,163,310	\$11,087,418
Expenditures By Funds				
Restricted Receipts	10,083,246	11,221,741	11,163,310	11,087,418
Total Expenditures	\$10,083,246	\$11,221,741	\$11,163,310	\$11,087,418
Program Measures				
Return to Work Rate	88.0%	96.0%	96.0%	96.0%
Percentage of Students Completing the Computer Skills Workshop who pass the Proficiency Exam	90.0%	82.0%	90.0%	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 2005 Actual	FY 2006 Actual	FY 2007 Revised	FY 2008 Recommended
Expenditures By Object				
Personnel	362,476	177,601	393,941	448,511
Operating Supplies and Expenses	(362,600)	(188,658)	18,793	18,793
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	(2,467)	2,694	-	-
Subtotal: Operating Expenditures	(\$2,591)	(\$8,363)	\$412,734	\$467,304
Capital Purchases and Equipment	(23,404)	153,067	5,910	5,910
Debt Service	527,343	-	-	-
Operating Transfers	-	-	-	-
Total Expenditures	\$501,348	\$144,704	\$418,644	\$473,214
Expenditures By Funds				
General Revenue	333,666	376,088	418,644	473,214
Federal Funds	167,682	(231,384)	-	-
Total Expenditures	\$501,348	\$144,704	\$418,644	\$473,214
Program Measures				
Percentage of Cases Resolved	44.0%	52.0%	75.0%	75.0%