

The Agency

Department of Labor and Training

Agency Operations

The Department of Labor and Training provides a comprehensive array of employment and training services to Rhode Islanders and administers the laws governing workforce regulation, safety and labor law enforcement. The Department consists of the following six programs: Executive Management, Income Support, Workforce Development Services, Worker's Compensation, Workforce Regulation and Safety and the Labor Relations Board.

The Executive Management Program is responsible for strategic planning, policy and oversight to promote all departmental functions and to ensure the efficient and effective use of federal and state resources.

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 develops of strategic plans, policies, and program development to coordinate employment and training related programs link these activities with key partners and stakeholder to create and address a demand-driven workforce agenda for the state.

The Workers Compensation Program operates the State's Workers' Compensation System. The Dr. Donley Center provides rehabilitation services 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 public sector bargaining unit determinations, collective bargaining elections, and investigations of 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 2008 Actual	FY 2009 Actual	FY 2010 Enacted	FY 2010 Revised	FY 2011 Recommended
Expenditures by Program					
Central Management	644,125	509,263	1,935,999	1,040,122	1,143,471
Workforce Development Services	25,259,032	25,743,424	42,915,142	51,599,518	40,876,273
Workforce Regulation and Safety	2,551,459	2,210,782	2,254,033	2,053,119	2,409,386
Income Support	460,936,884	763,606,385	871,115,091	977,387,405	625,402,015
Injured Workers Services	9,960,844	9,714,962	11,387,196	9,595,786	9,080,322
Labor Relations Board	309,791	390,377	426,605	386,592	403,430
Total Expenditures	\$499,662,135	\$802,175,193	\$930,034,066	\$1,042,062,542	\$679,314,897
Expenditures By Object					
Personnel	38,130,788	37,101,323	44,296,229	44,854,098	44,438,798
Operating Supplies and Expenses	4,797,171	5,595,861	6,266,551	7,617,503	7,191,969
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	442,817,174	744,161,750	862,883,949	971,785,165	613,031,722
Subtotal: Operating Expenditures	\$485,745,133	\$786,858,934	\$913,446,729	\$1,024,256,766	\$664,662,489
Capital Purchases and Equipment	761,145	541,567	2,281,093	1,859,771	1,059,843
Debt Service	-	-	-	-	-
Operating Transfers	13,155,857	14,774,692	14,306,244	15,946,005	13,592,565
Total Expenditures	\$499,662,135	\$802,175,193	\$930,034,066	\$1,042,062,542	\$679,314,897
Expenditures By Funds					
General Revenue	6,377,174	6,433,975	6,667,994	6,531,803	6,689,542
Federal Funds	28,883,497	62,635,505	214,366,612	326,479,058	76,870,788
Restricted Receipts	20,098,434	18,912,729	25,314,950	22,018,670	17,529,145
Other Funds	444,303,030	714,192,984	683,684,510	687,033,011	578,225,422
Total Expenditures	\$499,662,135	\$802,175,193	\$930,034,066	\$1,042,062,542	\$679,314,897
FTE Authorization	417.5	395.3	436.3	475.1	454.0
Agency Measures					
Minorities as a Percentage of the Workforce	13.2%	13.4%	13.6%	13.6%	19.1%
Females as a Percentage of the Workforce	68.2%	68.0%	68.4%	68.4%	70.2%
Persons with Disabilities as a Percentage of the Workforce	2.6%	2.7%	2.8%	2.8%	2.6%

The Program

Department of Labor and Training Central Management

Program Operations

Organized through the Director's office, the Executive Management Program provides leadership, management, planning and program oversight for all departmental activities. An important aspect of the Executive Management program involves the sharing of information with 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 Executive Management Program provides administrative services for the Department including, legal services, purchasing, and financial management. The Legal Services unit litigates for the department, interprets law and regulations, and provides counsel to the Director and staff on complex legal issues. The Facilities Management and Purchasing Units manage 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 labor relations. The Information Services unit provides 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 2008 Actual	FY 2009 Actual	FY 2010 Enacted	FY 2010 Revised	FY 2011 Recommended
Expenditures By Object					
Personnel	543,263	473,298	827,332	464,967	570,135
Operating Supplies and Expenses	74,031	33,572	63,710	52,989	54,020
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	9,661	2,330	2,419	2,352	2,375
Subtotal: Operating Expenditures	\$626,955	\$509,200	\$893,461	\$520,308	\$626,530
Capital Purchases and Equipment	17,170	63	1,042,538	520,084	516,941
Debt Service	-	-	-	-	-
Total Expenditures	\$644,125	\$509,263	\$1,935,999	\$1,040,392	\$1,143,471
Expenditures By Funds					
General Revenue	139,871	94,351	310,311	70,974	127,318
Restricted Receipts	504,254	414,912	832,687	571,690	621,097
Other Funds	-	-	793,001	397,458	395,056
Total Expenditures	\$644,125	\$509,263	\$1,935,999	\$1,040,122	\$1,143,471
Program Measures	NC	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 that are designed to help individuals find meaningful work and assist them with basic readjustment and retraining.

The Employment Service program provides our customers with employment counseling, occupational exploration, aptitude test and performance testing, career guidance, job search workshops, resume writing seminars, and referrals to training programs.

The veterans' program provides the same services to veterans as it does to customers through a specialized veteran staff. Veterans are given priority on referrals for all job orders.

The Workforce Investment Act program provides employment and training programs to prepare youth, unskilled adults, and dislocated workers for entry or re-entry into the labor force. It offers vocational planning, job search workshops, work readiness training, classroom training, and on-the-job training.

The Labor Market Information (LMI) program operates as a clearing office for all employment statistics and demographic information.

The Governor's Workforce Board Rhode Island establishes policies, goals and guidelines to coordinate employment and training related programs 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.

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 2008 Actual	FY 2009 Actual	FY 2010 Enacted	FY 2010 Revised	FY 2011 Recommended
Expenditures by Subprogram					
Employment Services	5,224,710	3,905,965	15,702,554	14,566,135	7,972,103
JPTA & Other Training Programs	11,083,120	13,287,912	14,129,424	25,616,484	25,246,087
Labor Market Information	642,864	755,555	752,642	652,500	745,649
Human Resource Investment Council	7,799,419	7,457,916	11,793,736	10,181,268	6,298,170
Veteran Services	508,919	336,076	536,786	583,131	614,264
Total Expenditures	\$25,259,032	\$25,743,424	\$42,915,142	\$51,599,518	\$40,876,273
Expenditures By Object					
Personnel	12,279,234	9,640,453	13,376,295	12,532,319	15,329,179
Operating Supplies and Expenses	2,123,607	2,042,555	1,938,520	2,929,064	2,700,705
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	9,884,527	13,183,962	26,737,285	34,498,935	20,953,416
Subtotal: Operating Expenditures	\$24,287,368	\$24,866,970	\$42,052,100	\$49,960,318	\$38,983,300
Capital Purchases and Equipment	398,035	238,634	62,273	100,237	70,129
Debt Service	-	-	-	-	-
Operating Transfers	573,629	637,820	800,769	1,538,963	1,822,844
Total Expenditures	\$25,259,032	\$25,743,424	\$42,915,142	\$51,599,518	\$40,876,273
Expenditures By Funds					
General Revenue	-	16,448	95,409	77,447	65,261
Federal Funds	14,281,337	16,784,166	31,025,997	41,340,803	34,512,842
Restricted Receipts	7,799,419	7,457,916	11,793,736	10,181,268	6,298,170
Other Funds	3,178,276	1,484,894	-	-	-
Total Expenditures	\$25,259,032	\$25,743,424	\$42,915,142	51,599,518	40,876,273
Program Measures					
Adult Dislocated Worker Retention Rate	87.8%	86.6%	88.1%	88.1%	88.1%

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, apprenticeship training, hazardous substance exposure, weights and measures, and prevailing wage laws. This is accomplished through licensing, inspection programs, educational programs, and enforcement of the various labor laws.

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 2008 Actual	FY 2009 Actual	FY 2010 Enacted	FY 2010 Revised	FY 2011 Recommended
Expenditures by Subprogram					
Labor Standards	606,685	484,593	447,021	410,806	432,391
Occupational Safety	1,046,426	975,805	870,316	802,223	844,677
Professional Regulations	898,348	750,384	936,696	840,090	1,132,318
Total Expenditures	\$2,551,459	\$2,210,782	\$2,254,033	\$2,053,119	\$2,409,386
Expenditures By Object					
Personnel	2,367,138	2,072,622	2,066,029	1,920,149	2,268,904
Operating Supplies and Expenses	180,674	135,391	184,284	130,185	137,670
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	3,485	2,347	3,555	2,369	2,393
Subtotal: Operating Expenditures	\$2,551,297	\$2,210,360	\$2,253,868	\$2,052,703	\$2,408,967
Capital Purchases and Equipment	162	422	165	416	419
Debt Service	-	-	-	-	-
Operating Transfers	-	-	-	-	-
Total Expenditures	\$2,551,459	\$2,210,782	\$2,254,033	\$2,053,119	\$2,409,386
Expenditures By Funds					
General Revenue	2,551,459	2,210,782	2,254,033	2,053,119	2,409,386
Total Expenditures	\$2,551,459	\$2,210,782	\$2,254,033	\$2,053,119	\$2,409,386
Program Measures					
Percentage of Boilers and Pressure Vessels Compliant with Code upon Initial Inspection	92.0%	80.0%	92.0%	92.0%	80.0%
Percentage of Elevators and Escalators Compliant with Applicable Codes	80.0%	66.0%	60.0%	60.0%	50.0%

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 or university.

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 and seek methods to excel.

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 2008 Actual	FY 2009 Actual	FY 2010 Enacted	FY 2010 Revised	FY 2011 Recommended
Expenditures by Subprogram					
Unemployment Insurance	278,325,621	590,118,159	685,341,946	810,621,101	448,715,502
Temporary Disability Insurance Fund	179,235,210	169,766,209	182,191,509	162,822,633	173,002,366
Fire and Police	3,376,053	3,722,017	3,581,636	3,943,671	3,684,147
Total Expenditures	\$460,936,884	\$763,606,385	\$871,115,091	\$977,387,405	\$625,402,015
Expenditures By Object					
Personnel	15,714,975	17,907,746	20,335,218	23,464,803	20,175,048
Operating Supplies and Expenses	2,061,242	2,952,159	3,476,410	3,753,452	3,549,712
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	430,254,508	728,403,875	832,898,116	934,680,020	589,472,035
Subtotal: Operating Expenditures	\$448,030,725	\$749,263,780	\$856,709,744	\$961,898,275	\$613,196,795
Capital Purchases and Equipment	323,931	205,733	899,872	1,082,088	435,499
Debt Service	-	-	-	-	-
Operating Transfers	12,582,228	14,136,872	13,505,475	14,407,042	11,769,721
Total Expenditures	\$460,936,884	\$763,606,385	\$871,115,091	\$977,387,405	\$625,402,015
Expenditures By Funds					
General Revenue	3,376,053	3,722,017	3,581,636	3,943,671	3,684,147
Federal Funds	14,602,160	45,851,339	183,340,615	285,138,255	42,357,946
Restricted Receipts	1,833,917	1,324,939	1,301,331	1,669,926	1,529,556
Other Funds	441,124,754	712,708,090	682,891,509	686,635,553	577,830,366
Total Expenditures	\$460,936,884	\$763,606,385	\$871,115,091	\$977,387,405	\$625,402,015
Program Measures					
Initial Unemployment Insurance Claims Promptly Paid	95.1%	85.3%	93.0%	93.0%	95.0%
Initial Unemployment Insurance Claims Accurately Paid	86.8%	94.0%	95.6%	95.6%	95.6%
Percentage of Wage Information Transferred to Other States within 5 Calendar Days	85.3%	82.9%	85.0%	85.0%	85.0%
Percentage of Temporary Disability Claims Filed that are Either Authorized or Disallowed within 21 Days of their Receipt	72.4%	71.1%	73.0%	73.0%	73.0%
Percentage of Nonmonetary Determinations Receiving an Acceptable Grade for Completeness of Fact-Finding and Correctness	88.8%	83.3%	89.0%	89.0%	89.0%

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 pertaining to workplace safety and Workers' Compensation system information.

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 2008 Actual	FY 2009 Actual	FY 2010 Enacted	FY 2010 Revised	FY 2011 Recommended
Expenditures by Subprogram					
Workers' Compensation Compliance	5,600,712	5,672,721	6,519,262	5,484,138	4,973,513
Education and Rehabilitation	4,360,132	4,042,241	4,867,934	4,111,648	4,106,809
Total Expenditures	\$9,960,844	\$9,714,962	\$11,387,196	\$9,595,786	\$9,080,322
Expenditures By Object					
Personnel	6,928,015	6,630,910	7,276,608	6,113,329	5,706,393
Operating Supplies and Expenses	346,062	419,495	591,843	739,074	736,993
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	2,664,926	2,569,164	3,242,506	2,601,416	2,601,430
Subtotal: Operating Expenditures	\$9,939,003	\$9,619,569	\$11,110,957	\$9,453,819	\$9,044,816
Capital Purchases and Equipment	21,841	95,393	276,239	141,967	35,506
Debt Service	-	-	-	-	-
Operating Transfers	-	-	-	-	-
Total Expenditures	\$9,960,844	\$9,714,962	\$11,387,196	\$9,595,786	\$9,080,322
Expenditures By Funds					
Restricted Receipts	9,960,844	9,714,962	11,387,196	9,595,786	9,080,322
Total Expenditures	\$9,960,844	\$9,714,962	\$11,387,196	\$9,595,786	\$9,080,322
Program Measures					
Return to Work Rate	90.0%	95.0%	95.0%	95.0%	95.0%
Percentage of Students Completing the Computer Skills Workshop who pass the Proficiency Exam	98.0%	85.0%	90.0%	90.0%	90.0%

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 2008 Actual	FY 2009 Actual	FY 2010 Enacted	FY 2010 Revised	FY 2011 Recommended
Expenditures By Object					
Personnel	298,163	376,294	414,747	358,801	389,139
Operating Supplies and Expenses	11,555	12,689	11,784	12,739	12,869
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	67	72	68	73	73
Subtotal: Operating Expenditures	\$309,785	\$389,055	\$426,599	\$371,613	\$402,081
Capital Purchases and Equipment	6	1,322	6	14,979	1,349
Debt Service	-	-	-	-	-
Operating Transfers	-	-	-	-	-
Total Expenditures	\$309,791	\$390,377	\$426,605	\$386,592	\$403,430
Expenditures By Funds					
General Revenue	309,791	390,377	426,605	386,592	403,430
Total Expenditures	\$309,791	\$390,377	\$426,605	\$386,592	\$403,430
Program Measures					
Percentage of Cases Resolved	56.0%	65.0%	76.0%	76.0%	80.0%