

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 and 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 customers find gainful employment. It also includes the Human Resource Investment Council, whose mission is to improve the competitiveness of Rhode Island companies and help increase the skill base of the workforce.

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, 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 2003 Actual	FY 2004 Actual	FY 2005 Revised	FY 2006 Recommended
Expenditures by Program				
Central Management	989,663	635,904	1,048,547	1,259,802
Workforce Development Services	29,231,404	31,511,625	35,760,998	29,282,572
Workforce Regulation and Safety	3,272,691	2,282,312	3,315,520	3,076,120
Income Support	443,810,445	418,117,993	392,003,312	401,217,701
Injured Workers Services	9,394,190	9,561,607	11,653,899	10,113,250
Labor Relations Board	376,420	356,940	317,045	327,624
Total Expenditures	\$ 487,074,813	\$ 462,466,381	\$ 444,099,321	\$ 445,277,069
Expenditures By Object				
Personnel	40,043,162	40,132,846	41,700,594	42,265,432
Other State Operations	9,977,872	10,601,326	8,692,421	8,380,702
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	437,053,779	411,732,209	393,146,306	394,048,435
Subtotal: Operating Expenditures	\$487,074,813	\$462,466,381	\$443,539,321	\$444,694,569
Capital Improvements	-	-	560,000	582,500
Capital Debt Service	-	-	-	-
Total Expenditures	\$487,074,813	\$462,466,381	\$444,099,321	\$445,277,069
Expenditures By Funds				
General Revenue	6,842,571	7,495,847	6,939,593	6,768,870
Federal Funds	34,400,596	31,660,723	32,169,765	28,569,144
Restricted Receipts	20,390,413	22,013,607	25,006,814	20,684,521
Temporary Disability Insurance Fund	158,883,753	163,655,579	169,927,304	177,569,683
Employment Security Fund	264,559,785	233,852,269	203,300,000	204,500,000
Other Funds	1,997,695	3,788,356	6,755,845	7,184,851
Total Expenditures	\$487,074,813	\$462,466,381	\$444,099,321	\$445,277,069
FTE Authorization	538.7	536.7	513.7	513.7
Agency Measures				
Minorities as a Percentage of the Workforce	10.8%	10.8%	12.5%	13.5%
Females as a Percentage of the Workforce	64.9%	64.9%	66.4%	67.0%
Persons with Disabilities as a Percentage of the Workforce	2.2%	2.4%	2.4%	2.4%

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 Personnel Office 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, operate a central stock room and coordinate 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 2003 Actual	FY 2004 Actual	FY 2005 Revised	FY 2006 Recommended
Expenditures By Object				
Personnel	890,220	500,910	874,214	936,622
Other State Operations	97,257	132,808	172,125	179,950
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	2,186	2,186	2,208	2,230
Subtotal: Operating Expenditures	\$989,663	\$635,904	\$1,048,547	\$1,118,802
Capital Improvements	-	-	-	141,000
Capital Debt Service	-	-	-	-
Total Expenditures	\$989,663	\$635,904	\$1,048,547	\$1,259,802
Expenditures By Funds				
General Revenue	344,507	229,361	368,927	423,321
Restricted Receipts	645,156	406,543	679,620	836,481
Total Expenditures	\$989,663	\$635,904	\$1,048,547	\$1,259,802
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 that are designed to help individuals find meaningful work and assist them with basic readjustment and retraining.

The Employment Service sub-program provides our customers with a broad array of services, including employment counseling, occupational exploration, aptitude interest and performance testing, career guidance, job search workshops, resume writing seminars, and referrals to training programs.

When qualified for a specific position, the Veterans' sub-program provides these same services to veterans as it does to customers, except that these services are provided through a specialized veteran staff. Veterans are given priority on referrals for all job orders.

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

The Labor Market Information (LMI) sub-program operates as a clearing office for a wide variety of employment statistics and demographic information. The LMI unit collects, analyzes, and disseminates basic employment and unemployment data; employment projections by industry and occupation; industry staffing patterns; hourly wage rates; and the supply and demand of workers.

The Human Resource Investment Council (HRIC) establishes policies, goals and guidelines to coordinate employment and training related programs in Rhode Island, and supports efforts to link those activities with economic development strategies. Funding for the HRIC is provided from the Job Development Fund. This fund is 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; and 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 2003 Actual	FY 2004 Actual	FY 2005 Revised	FY 2006 Recommended
Expenditures by Subprogram				
Employment Services	4,927,079	3,310,993	2,894,720	2,955,235
WIA & Other Training Programs	14,977,936	17,394,319	20,185,594	16,989,487
Labor Market Information	822,195	778,614	805,302	843,137
Human Resource Investment Council	7,932,682	9,413,965	11,321,744	7,963,073
Veteran Services	571,512	613,734	553,638	531,640
Total Expenditures	\$29,231,404	\$31,511,625	\$35,760,998	\$29,282,572
Expenditures By Object				
Personnel	12,431,649	12,936,159	14,456,079	15,014,759
Other State Operations	2,371,962	2,491,864	2,613,664	2,581,730
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	14,427,793	16,083,602	18,191,255	11,686,083
Subtotal: Operating Expenditures	\$29,231,404	\$31,511,625	\$35,260,998	\$29,282,572
Capital Improvements	-	-	500,000	-
Capital Debt Service	-	-	-	-
Total Expenditures	\$29,231,404	\$31,511,625	\$35,760,998	\$29,282,572
Expenditures By Funds				
General Revenue	-	1,655,729	-	-
Federal Funds	18,348,398	16,267,287	17,683,409	14,134,648
Restricted Receipts	8,885,311	9,854,432	11,321,744	7,963,073
Other Funds	1,997,695	3,734,177	6,755,845	7,184,851
Total Expenditures	\$29,231,404	\$31,511,625	\$35,760,998	\$29,282,572
Program Measures				
Adult Dislocated Worker Average Earnings Change	87.6%	105.0%	105.0%	98.0%
Adult Dislocated Worker Retention Rate	87.3%	91.0%	92.0%	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. 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 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.

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 2003 Actual	FY 2004 Actual	FY 2005 Revised	FY 2006 Recommended
Expenditures by Subprogram				
Labor Standards	761,340	822,243	900,283	673,283
Occupational Safety	839,142	558,350	913,318	803,633
Professional Regulations	1,672,209	901,719	1,501,919	1,599,204
Total Expenditures	\$3,272,691	\$2,282,312	\$3,315,520	\$3,076,120
Expenditures By Object				
Personnel	2,638,045	1,647,785	2,690,412	2,743,442
Other State Operations	334,221	340,925	330,448	331,001
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	300,425	293,602	294,660	1,677
Subtotal: Operating Expenditures	\$3,272,691	\$2,282,312	\$3,315,520	\$3,076,120
Capital Improvements	-	-	-	-
Capital Debt Service	-	-	-	-
Total Expenditures	\$3,272,691	\$2,282,312	\$3,315,520	\$3,076,120
Expenditures By Funds				
General Revenue	3,272,691	2,282,312	3,315,520	3,076,120
Total Expenditures	\$3,272,691	\$2,282,312	\$3,315,520	\$3,076,120
Program Measures				
Percentage of Limited Work Permits Assigned for Investigation Which Were Denied	30.7%	19.0%	25.9%	25.9%
Percentage of Boilers and Pressure Vessels Compliant with Code upon Initial Inspection	94.1%	97.6%	97.0%	97.6%
Percentage of Elevators and Escalators Compliant with Applicable Codes	88.8%	88.1%	88.0%	88.0%

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 the law, 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 financial aid 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 licensed physician 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 through 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 Fire Funds.

The Budget

Department of Labor and Training Income Support

	FY 2003 Actual	FY 2004 Actual	FY 2005 Revised	FY 2006 Recommended
Expenditures by Subprogram				
Unemployment Insurance	282,077,739	251,490,909	219,137,907	220,706,213
Temporary Disability Insurance Fund	158,883,753	163,655,579	169,927,304	177,569,683
Fire and Police	2,848,953	2,971,505	2,938,101	2,941,805
Total Expenditures	\$443,810,445	\$418,117,993	\$392,003,312	\$401,217,701
Expenditures By Object				
Personnel	17,758,618	18,381,699	15,273,607	16,548,082
Other State Operations	6,498,246	6,900,585	4,543,295	4,373,964
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	419,553,581	392,835,709	371,736,410	379,936,655
Subtotal: Operating Expenditures	\$443,810,445	\$418,117,993	\$391,553,312	\$400,858,701
Capital Improvements	-	-	-	359,000
Capital Debt Service	-	-	-	-
Total Expenditures	\$443,810,445	\$418,117,993	\$391,553,312	\$401,217,701
Expenditures By Funds				
General Revenue	2,848,953	2,971,505	2,938,101	2,941,805
Federal Funds	16,052,198	15,393,436	14,486,356	14,434,496
Restricted Receipts	1,465,756	2,191,025	1,351,551	1,771,717
Temporary Disability Insurance Fund	158,883,753	163,655,579	169,927,304	177,569,683
Employment Security Fund	264,559,785	233,852,269	203,300,000	204,500,000
Other Funds	-	54,179	-	-
Total Expenditures	\$443,810,445	\$418,117,993	\$392,003,312	\$401,217,701
Program Measures				
Initial Unemployment Insurance Claims Promptly Paid	94.7%	95.5%	95.0%	95.0%
Initial Unemployment Insurance Claims Accurately Paid	81.8%	94.6%	95.6%	96.0%
Percentage of Wage Information Transferred to Other States on a Timely Basis	80.7%	83.4%	80.0%	80.0%
Percentage of Temporary Disability Claims Filed that are Either Authorized or Disallowed within 21 Days of their Receipt	79.4%	81.6%	80.0%	80.0%
Percentage of Nonmonetary Determinations Receiving an Acceptable Grade for Completeness of Fact-Finding and Correctness	92.5%	82.1%	93.0%	93.0%

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 injury sustained on the job. This division also assures that vocational and physical rehabilitation assistance, as well as educational seminars, is 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 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 and the URI satellite facility, 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 (WC). These services include establishing loss prevention programs, safety committee development, on-site employer and employee training, safety video lending library, Workers' Compensation filing procedures, and guidance with 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 to ensure that insurance coverage for employers is available at a low cost.

To maintain a WC system that is free from fraud.

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 2003 Actual	FY 2004 Actual	FY 2005 Revised	FY 2006 Recommended
Expenditures by Subprogram				
Workers' Compensation Compliance	5,508,744	5,457,040	6,912,761	5,164,117
Education and Rehabilitation	3,885,446	4,104,567	4,741,138	4,949,133
Total Expenditures	\$9,394,190	\$9,561,607	\$11,653,899	\$10,113,250
Expenditures By Object				
Personnel	5,983,549	6,341,344	7,668,643	6,724,473
Other State Operations	640,847	703,153	1,003,483	884,487
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	2,769,794	2,517,110	2,921,773	2,421,790
Subtotal: Operating Expenditures	\$9,394,190	\$9,561,607	\$11,593,899	\$10,030,750
Capital Improvements	-	-	60,000	82,500
Capital Debt Service	-	-	-	-
Total Expenditures	\$9,394,190	\$9,561,607	\$11,653,899	\$10,113,250
Expenditures By Funds				
Restricted Receipts	9,394,190	9,561,607	11,653,899	10,113,250
Total Expenditures	\$9,394,190	\$9,561,607	\$11,653,899	\$10,113,250
Program Measures				
Return to Work Rate	92.0%	93.0%	93.0%	93.0%
Percentage of Prosecuted Workers' Compensation Fraud Cases Resulting in Guilty Verdicts or Nolo Contendre Pleas	95.0%	100.0%	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, to 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, and charges of unfair labor practice, 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 28-9.6; and R.I.G.L. 36-11.

The Budget

Department of Labor and Training Labor Relations Board

	FY 2003 Actual	FY 2004 Actual	FY 2005 Revised	FY 2006 Recommended
Personnel	341,081	324,949	287,639	298,054
Other State Operations	35,339	31,991	29,406	29,570
Aid To Local Units Of Government	-	-	-	-
Assistance, Grants and Benefits	-	-	-	-
Subtotal: Operating Expenditures	\$376,420	\$356,940	\$317,045	\$327,624
Capital Improvements	-	-	-	-
Capital Debt Service	-	-	-	-
Total Expenditures	\$376,420	\$356,940	\$317,045	\$327,624
Expenditures By Funds				
General Revenue	376,420	356,940	317,045	327,624
Total Expenditures	\$376,420	\$356,940	\$317,045	\$327,624
Program Measures				
Percentage of Cases Resolved	67.0%	53.0%	60.0%	70.0%