

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 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 2007 Actual	FY 2008 Actual	FY 2009 Enacted	FY 2009 Revised	FY 2010 Recommended
Expenditures by Program					
Central Management	617,432	644,125	674,802	844,729	1,930,368
Workforce Development Services	22,116,157	25,259,032	32,206,966	35,892,721	46,192,749
Workforce Regulation and Safety	3,383,285	2,551,459	2,377,263	2,136,258	2,254,033
Income Support	410,704,107	460,949,567	437,470,777	596,884,383	663,893,698
Injured Workers Services	9,821,682	9,960,844	11,614,555	12,103,696	11,387,196
Labor Relations Board	354,544	297,108	461,579	426,206	426,605
Total Expenditures	\$446,997,207	\$499,662,135	\$484,805,942	\$648,287,993	\$726,084,649
Expenditures By Object					
Personnel	37,954,424	38,130,788	39,082,187	42,187,979	40,076,312
Operating Supplies and Expenses	4,760,563	4,797,171	5,179,972	5,171,074	6,266,551
Aid To Local Units Of Government	261,050	-	-	-	-
Assistance, Grants and Benefits	389,722,586	442,817,174	429,540,485	584,832,504	663,160,080
Subtotal: Operating Expenditures	\$432,698,623	\$485,745,133	\$473,802,644	\$632,191,557	\$709,502,943
Capital Purchases and Equipment	363,326	761,145	933,759	415,030	2,275,462
Debt Service	-	-	-	-	-
Operating Transfers	13,935,258	13,155,857	10,069,539	15,681,406	14,306,244
Total Expenditures	\$446,997,207	\$499,662,135	\$484,805,942	\$648,287,993	\$726,084,649
Expenditures By Funds					
General Revenue	7,146,778	6,377,174	6,513,092	6,696,080	6,667,994
Federal Funds	29,931,444	28,883,497	35,594,755	56,577,194	92,322,826
Restricted Receipts	15,552,019	20,098,434	24,905,914	24,701,721	25,314,950
Other Funds	394,366,966	444,303,030	417,792,181	560,312,998	601,778,879
Total Expenditures	\$446,997,207	\$499,662,135	\$484,805,942	\$648,287,993	\$726,084,649
FTE Authorization	467.9	417.5	407.2	395.3	396.3
Agency Measures					
Minorities as a Percentage of the Workforce	13.2%	13.2%	13.4%	13.4%	13.6%
Females as a Percentage of the Workforce	67.0%	68.2%	68.0%	68.0%	68.4%
Persons with Disabilities as a Percentage of the Workforce	2.5%	2.6%	2.7%	2.7%	2.8%

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 2007 Actual	FY 2008 Actual	FY 2009 Enacted	FY 2009 Revised	FY 2010 Recommended
Expenditures By Object					
Personnel	533,633	543,263	469,175	769,486	827,332
Operating Supplies and Expenses	81,382	74,031	82,549	66,144	63,710
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	2,327	9,661	2,374	2,394	2,419
Subtotal: Operating Expenditures	\$617,342	\$626,955	\$554,098	\$838,024	\$893,461
Capital Purchases and Equipment	90	17,170	120,704	6,705	1,036,907
Debt Service	-	-	-	-	-
Total Expenditures	\$617,432	\$644,125	\$674,802	\$844,729	\$1,930,368
Expenditures By Funds					
General Revenue	139,264	139,871	184,235	288,992	310,311
Restricted Receipts	478,168	504,254	490,567	550,106	832,687
Other Funds	-	-	-	5,631	787,370
Total Expenditures	\$617,432	\$644,125	\$674,802	\$844,729	\$1,930,368
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 a 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 2007 Actual	FY 2008 Actual	FY 2009 Enacted	FY 2009 Revised	FY 2010 Recommended
Expenditures by Subprogram					
Employment Services	6,348,448	5,224,710	4,169,532	7,086,406	18,980,161
JPTA & Other Training Programs	10,894,356	11,083,120	15,425,255	16,806,553	14,129,424
Labor Market Information	661,636	642,864	789,768	758,860	752,642
Human Resource Investment Council	3,656,028	7,799,419	11,286,454	10,709,049	11,793,736
Veteran Services	555,689	508,919	535,957	531,853	536,786
Total Expenditures	\$22,116,157	\$25,259,032	\$32,206,966	\$35,892,721	\$46,192,749
Expenditures By Object					
Personnel	11,721,635	12,279,234	12,908,166	12,460,608	11,177,771
Operating Supplies and Expenses	2,149,933	2,123,607	2,243,499	2,246,542	1,938,520
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	8,117,178	9,884,527	16,991,627	19,768,126	32,213,416
Subtotal: Operating Expenditures	\$21,988,746	\$24,287,368	\$32,143,292	\$34,475,276	\$45,329,707
Capital Purchases and Equipment	93,034	398,035	63,674	21,853	62,273
Debt Service	-	-	-	-	-
Operating Transfers	34,377	573,629	-	1,395,592	800,769
Total Expenditures	\$22,116,157	\$25,259,032	\$32,206,966	\$35,892,721	\$46,192,749
Expenditures By Funds					
General Revenue	473	-	101,561	95,589	95,409
Federal Funds	13,471,091	14,281,337	19,334,057	21,571,056	34,303,604
Restricted Receipts	3,656,028	7,799,419	11,286,454	10,709,049	11,793,736
Other Funds	4,988,565	3,178,276	1,484,894	3,517,027	-
Total Expenditures	\$22,116,157	\$25,259,032	\$32,206,966	\$35,892,721	46,192,749
Program Measures					
Adult Dislocated Worker Retention Rate	85.3%	87.8%	92.0%	92.0%	92.0%

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, 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 2007 Actual	FY 2008 Actual	FY 2009 Enacted	FY 2009 Revised	FY 2010 Recommended
Expenditures by Subprogram					
Labor Standards	1,233,267	606,685	589,715	440,454	447,021
Occupational Safety	1,074,687	1,046,426	837,786	862,660	870,316
Professional Regulations	1,075,331	898,348	949,762	833,144	936,696
Total Expenditures	\$3,383,285	\$2,551,459	\$2,377,263	\$2,136,258	\$2,254,033
Expenditures By Object					
Personnel	2,730,170	2,367,138	2,155,588	1,950,089	2,066,029
Operating Supplies and Expenses	197,574	180,674	204,116	182,485	184,284
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	441,706	3,485	3,449	3,520	3,555
Subtotal: Operating Expenditures	\$3,369,450	\$2,551,297	\$2,363,153	\$2,136,094	\$2,253,868
Capital Purchases and Equipment	13,835	162	14,110	164	165
Debt Service	-	-	-	-	-
Operating Transfers	-	-	-	-	-
Total Expenditures	\$3,383,285	\$2,551,459	\$2,377,263	\$2,136,258	\$2,254,033
Expenditures By Funds					
General Revenue	3,383,285	2,551,459	2,377,263	2,136,258	2,254,033
Total Expenditures	\$3,383,285	\$2,551,459	\$2,377,263	\$2,136,258	\$2,254,033
Program Measures					
Percentage of Boilers and Pressure Vessels Compliant with Code upon Initial Inspection	98.5%	92.0%	80.0%	80.0%	92.0%
Percentage of Elevators and Escalators Compliant with Applicable Codes	80.0%	80.0%	66.0%	66.0%	60.0%

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 2007 Actual	FY 2008 Actual	FY 2009 Enacted	FY 2009 Revised	FY 2010 Recommended
Expenditures by Subprogram					
Unemployment Insurance	233,475,212	278,338,304	256,465,467	410,695,008	474,120,553
Temporary Disability Insurance Fund	173,959,007	179,235,210	177,616,856	182,440,340	186,191,509
Fire and Police	3,269,888	3,376,053	3,388,454	3,749,035	3,581,636
Total Expenditures	\$410,704,107	\$460,949,567	\$437,470,777	\$596,884,383	\$663,893,698
Expenditures By Object					
Personnel	15,887,993	15,743,367	15,027,265	18,410,467	18,313,825
Operating Supplies and Expenses	1,974,709	2,041,750	2,102,765	2,136,503	3,476,410
Aid To Local Units Of Government	260,904	-	-	-	-
Assistance, Grants and Benefits	378,565,453	430,256,987	409,811,102	561,815,914	627,698,116
Subtotal: Operating Expenditures	\$396,689,059	\$448,042,104	\$426,941,132	\$582,362,884	\$649,488,351
Capital Purchases and Equipment	114,167	325,235	460,106	235,685	899,872
Debt Service	-	-	-	-	-
Operating Transfers	13,900,881	12,582,228	10,069,539	14,285,814	13,505,475
Total Expenditures	\$410,704,107	\$460,949,567	\$437,470,777	\$596,884,383	\$663,893,698
Expenditures By Funds					
General Revenue	3,269,888	3,376,053	3,388,454	3,749,035	3,581,636
Federal Funds	16,459,677	14,614,843	16,260,698	35,006,138	58,019,222
Restricted Receipts	1,596,141	1,833,917	1,514,338	1,338,870	1,301,331
Other Funds	389,378,401	441,124,754	416,307,287	556,790,340	600,991,509
Total Expenditures	\$410,704,107	\$460,949,567	\$437,470,777	\$596,884,383	\$663,893,698
Program Measures					
Initial Unemployment Insurance Claims Promptly Paid	95.4%	95.1%	95.0%	95.0%	95.0%
Initial Unemployment Insurance Claims Accurately Paid	95.7%	86.8%	95.6%	95.6%	95.6%
Percentage of Wage Information Transferred to Other States within 5 Calendar Days	85.6%	85.3%	85.0%	85.0%	85.0%
Percentage of Temporary Disability Claims Filed that are Either Authorized or Disallowed within 21 Days of their Receipt	79.3%	72.4%	78.8%	78.8%	78.8%
Percentage of Nonmonetary Determinations Receiving an Acceptable Grade for Completeness of Fact-Finding and Correctness	85.4%	88.8%	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 2007 Actual	FY 2008 Actual	FY 2009 Enacted	FY 2009 Revised	FY 2010 Recommended
Expenditures by Subprogram					
Workers' Compensation Compliance	5,505,030	5,600,712	6,697,015	7,407,090	6,519,262
Education and Rehabilitation	4,316,652	4,360,132	4,917,540	4,696,606	4,867,934
Total Expenditures	\$9,821,682	\$9,960,844	\$11,614,555	\$12,103,696	\$11,387,196
Expenditures By Object					
Personnel	6,731,492	6,928,015	8,083,176	8,182,870	7,276,608
Operating Supplies and Expenses	376,266	346,062	527,802	527,727	591,843
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	2,594,910	2,664,926	2,731,858	3,242,482	3,242,506
Subtotal: Operating Expenditures	\$9,702,668	\$9,939,003	\$11,342,836	\$11,953,079	\$11,110,957
Capital Purchases and Equipment	119,014	21,841	271,719	150,617	276,239
Debt Service	-	-	-	-	-
Operating Transfers	-	-	-	-	-
Total Expenditures	\$9,821,682	\$9,960,844	\$11,614,555	\$12,103,696	\$11,387,196
Expenditures By Funds					
Restricted Receipts	9,821,682	9,960,844	11,614,555	12,103,696	11,387,196
Total Expenditures	\$9,821,682	\$9,960,844	\$11,614,555	\$12,103,696	\$11,387,196
Program Measures					
Return to Work Rate	96.0%	90.0%	94.0%	94.0%	94.0%
Percentage of Students Completing the Computer Skills Workshop who pass the Proficiency Exam	94.0%	98.0%	100.0%	100.0%	100.0%

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 2007 Actual	FY 2008 Actual	FY 2009 Enacted	FY 2009 Revised	FY 2010 Recommended
Expenditures By Object					
Personnel	349,501	269,771	438,817	414,459	414,747
Operating Supplies and Expenses	(19,301)	31,047	19,241	11,673	11,784
Aid To Local Units Of Government	146	-	-	-	-
Assistance, Grants and Benefits	1,012	(2,412)	75	68	68
Subtotal: Operating Expenditures	\$331,358	\$298,406	\$458,133	\$426,200	\$426,599
Capital Purchases and Equipment	23,186	(1,298)	3,446	6	6
Debt Service	-	-	-	-	-
Operating Transfers	-	-	-	-	-
Total Expenditures	\$354,544	\$297,108	\$461,579	\$426,206	\$426,605
Expenditures By Funds					
General Revenue	353,868	309,791	461,579	426,206	426,605
Federal Funds	676	(12,683)	-	-	-
Total Expenditures	\$354,544	\$297,108	\$461,579	\$426,206	\$426,605
Program Measures					
Percentage of Cases Resolved	59.0%	56.0%	65.0%	65.0%	65.0%