

State of Rhode Island and Providence Plantations

# Budget



## Fiscal Year 2012

Lincoln D. Chafee, Governor

# The Agency

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## Department of Labor and Training

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### 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 2009 Actual	FY 2010 Actual	FY 2011 Enacted	FY 2011 Revised	FY 2012 Recommended
<b>Expenditures by Program</b>					
Central Management	\$509,264	\$440,415	\$1,493,284	\$1,643,169	\$856,414
Workforce Development Services	\$25,743,431	\$40,213,104	\$41,582,765	\$48,905,198	\$36,033,528
Workforce Regulation and Safety	\$2,210,782	\$2,045,193	\$2,404,353	\$2,498,957	\$2,613,140
Income Support	\$764,377,737	\$971,273,004	\$778,595,118	\$801,831,922	\$447,204,819
Injured Workers Services	\$9,714,964	\$7,787,309	\$9,080,322	\$8,676,808	\$8,555,089
Labor Relations Board	\$390,378	\$371,898	\$402,597	\$400,289	\$415,133
<b>Total Expenditures</b>	<b>\$802,946,556</b>	<b>\$1,022,130,923</b>	<b>\$833,558,439</b>	<b>\$863,956,343</b>	<b>\$495,678,123</b>
<b>Expenditures By Object</b>					
Personnel	37,101,334	40,186,179	49,726,960	47,455,882	45,693,724
Operating Supplies and Expenses	5,595,861	4,744,752	7,231,533	4,864,575	4,975,312
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	744,161,750	959,303,760	761,597,538	784,802,578	416,277,730
<b>Subtotal: Operating Expenditures</b>	<b>\$786,858,945</b>	<b>\$1,004,234,691</b>	<b>\$818,556,031</b>	<b>\$837,123,035</b>	<b>\$466,946,766</b>
Capital Purchases and Equipment	541,567	754,775	1,409,843	2,715,207	777,594
Debt Service	-	-	-	-	-
Operating Transfers	15,546,044	17,141,457	13,592,565	24,118,101	27,953,763
<b>Total Expenditures</b>	<b>\$802,946,556</b>	<b>\$1,022,130,923</b>	<b>\$833,558,439</b>	<b>\$863,956,343</b>	<b>\$495,678,123</b>
<b>Expenditures By Funds</b>					
General Revenue	6,433,976	6,308,677	7,117,031	7,005,613	7,262,954
Federal Funds	69,695,640	330,506,335	181,957,663	153,430,142	49,345,402
Restricted Receipts	18,912,732	19,182,847	17,529,145	18,004,845	17,104,361
Other Funds	707,904,208	666,133,064	626,954,600	685,515,743	421,965,406
<b>Total Expenditures</b>	<b>\$802,946,556</b>	<b>\$1,022,130,923</b>	<b>\$833,558,439</b>	<b>\$863,956,343</b>	<b>\$495,678,123</b>
<b>FTE Authorization</b>	<b>395.3</b>	<b>514.4</b>	<b>519.4</b>	<b>512.2</b>	<b>470.2</b>
<b>Agency Measures</b>					
Minorities as a Percentage of the Workforce	13.4%	13.6%	19.2%	19.1%	19.0%
Females as a Percentage of the Workforce	68.0%	68.4%	70.2%	70.2%	68.2%
Persons with Disabilities as a Percentage of the Workforce	2.7%	2.8%	2.6%	2.6%	2.8%

# The Program

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## Department of Labor and Training Central Management

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### 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, operate a central stock and mail room, and coordinate 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 2009 Actual	FY 2010 Actual	FY 2011 Enacted	FY 2011 Revised	FY 2012 Recommended
<b>Expenditures By Object</b>					
Personnel	473,299	409,932	569,948	557,299	591,243
Operating Supplies and Expenses	33,572	23,983	54,020	50,521	53,154
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	2,330	2,302	2,375	2,325	2,348
<b>Subtotal: Operating Expenditures</b>	<b>\$509,201</b>	<b>\$436,217</b>	<b>\$626,343</b>	<b>\$610,145</b>	<b>\$646,745</b>
Capital Purchases and Equipment	63	4,198	866,941	1,033,024	209,669
Debt Service	-	-	-	-	-
Operating Transfers	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$509,264</b>	<b>\$440,415</b>	<b>\$1,493,284</b>	<b>\$1,643,169</b>	<b>\$856,414</b>
<b>Expenditures By Funds</b>					
General Revenue	94,351	59,626	127,131	112,769	113,640
Restricted Receipts	414,913	372,935	621,097	741,816	534,274
Other Funds	-	7,854	745,056	788,584	208,500
<b>Total Expenditures</b>	<b>\$509,264</b>	<b>\$440,415</b>	<b>\$1,493,284</b>	<b>\$1,643,169</b>	<b>\$856,414</b>
<b>Program Measures</b>	NC	NC	NC	NC	NC

# The Program

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## Department of Labor and Training Workforce Development Services

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### 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 secure employment.

### 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 2009 Actual	FY 2010 Actual	FY 2011 Enacted	FY 2011 Revised	FY 2012 Recommended
<b>Expenditures by Subprogram</b>					
Employment Services	3,905,969	10,853,308	7,972,103	11,288,707	3,308,157
JPTA & Other Training Programs	13,287,915	18,520,878	25,952,721	29,050,849	24,632,693
Labor Market Information	755,555	809,017	745,507	766,521	698,450
Governor's Workforce	7,457,916	9,605,322	6,298,170	7,285,144	6,694,730
Veteran Services	336,076	424,579	614,264	513,977	699,498
<b>Total Expenditures</b>	<b>\$25,743,431</b>	<b>\$40,213,104</b>	<b>\$41,582,765</b>	<b>\$48,905,198</b>	<b>\$36,033,528</b>
<b>Expenditures By Object</b>					
Personnel	9,640,460	11,608,148	15,746,107	14,476,372	13,966,055
Operating Supplies and Expenses	2,042,555	1,670,813	2,740,269	1,624,658	1,623,950
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	13,183,962	25,648,649	21,203,416	31,116,756	18,902,483
<b>Subtotal: Operating Expenditures</b>	<b>\$24,866,977</b>	<b>\$38,927,610</b>	<b>\$39,689,792</b>	<b>\$47,217,786</b>	<b>\$34,492,488</b>
Capital Purchases and Equipment	238,634	256,970	70,129	216,105	217,939
Debt Service	-	-	-	-	-
Operating Transfers	637,820	1,028,524	1,822,844	1,471,307	1,323,101
<b>Total Expenditures</b>	<b>\$25,743,431</b>	<b>\$40,213,104</b>	<b>\$41,582,765</b>	<b>\$48,905,198</b>	<b>\$36,033,528</b>
<b>Expenditures By Funds</b>					
General Revenue	16,448	69,115	65,119	-	-
Federal Funds	16,784,173	30,493,667	35,219,476	41,574,604	29,292,898
Restricted Receipts	7,457,916	9,605,322	6,298,170	7,285,144	6,694,730
Other Funds	1,484,894	45,000	-	45,450	45,900
<b>Total Expenditures</b>	<b>\$25,743,431</b>	<b>\$40,213,104</b>	<b>41,582,765</b>	<b>48,905,198</b>	<b>36,033,528</b>
<b>Program Measures</b>					
Adult Dislocated Worker Retention Rate	88.1%	88.1%	NA	NA	NA

# The Program

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## Department of Labor and Training Workforce Regulation and Safety

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### Program Operations

Workforce Regulation & Safety is a regulatory division charged with enforcing the safety laws that protect the state's 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 2009 Actual	FY 2010 Actual	FY 2011 Enacted	FY 2011 Revised	FY 2012 Recommended
<b>Expenditures by Subprogram</b>					
Labor Standards	484,593	408,710	431,506	339,294	199,273
Occupational Safety	975,805	799,237	842,896	889,056	898,032
Professional Regulations	750,384	837,246	1,129,951	1,270,607	1,515,835
<b>Total Expenditures</b>	<b>\$2,210,782</b>	<b>\$2,045,193</b>	<b>\$2,404,353</b>	<b>\$2,498,957</b>	<b>\$2,613,140</b>
<b>Expenditures By Object</b>					
Personnel	2,072,622	1,921,224	2,263,871	2,372,336	2,472,318
Operating Supplies and Expenses	135,391	117,257	137,670	117,841	118,414
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	2,347	1,579	2,393	1,595	1,610
<b>Subtotal: Operating Expenditures</b>	<b>\$2,210,360</b>	<b>\$2,040,060</b>	<b>\$2,403,934</b>	<b>\$2,491,772</b>	<b>\$2,592,342</b>
Capital Purchases and Equipment	422	5,133	419	7,185	20,798
Debt Service	-	-	-	-	-
Operating Transfers	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$2,210,782</b>	<b>\$2,045,193</b>	<b>\$2,404,353</b>	<b>\$2,498,957</b>	<b>\$2,613,140</b>
<b>Expenditures By Funds</b>					
General Revenue	2,210,782	2,045,193	2,404,353	2,498,957	2,613,140
<b>Total Expenditures</b>	<b>\$2,210,782</b>	<b>\$2,045,193</b>	<b>\$2,404,353</b>	<b>\$2,498,957</b>	<b>\$2,613,140</b>
<b>Program Measures</b>					
Percentage of Boilers and Pressure Vessels Compliant with Code upon Initial Inspection	80.0%	92.0%	80.0%	80.0%	90.0%
Percentage of Elevators and Escalators Compliant with Applicable Codes	66.0%	60.0%	50.0%	60.0%	70.0%
Percentage of "Special Limited Work Permit to Work for Minor 14-15 Years of Age" Inves- tigated Which Were Denied	54.0%	57.0%	50.0%	50.0%	50.0%

# The Program

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## Department of Labor and Training Income Support

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### 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, correctional officers and DEM 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 2009 Actual	FY 2010 Actual	FY 2011 Enacted	FY 2011 Revised	FY 2012 Recommended
<b>Expenditures by Subprogram</b>					
Unemployment Insurance	590,889,509	803,184,331	601,474,921	628,614,067	270,776,918
Temporary Disability Insurance Fund	169,766,211	164,325,828	173,002,366	169,224,257	172,306,860
Fire and Police	3,722,017	3,762,845	4,117,831	3,993,598	4,121,041
<b>Total Expenditures</b>	<b>\$764,377,737</b>	<b>\$971,273,004</b>	<b>\$778,595,118</b>	<b>\$801,831,922</b>	<b>\$447,204,819</b>
<b>Expenditures By Object</b>					
Personnel	17,907,746	20,586,138	25,052,335	23,566,184	22,285,102
Operating Supplies and Expenses	2,952,159	2,545,605	3,549,712	2,651,736	2,607,647
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	728,403,875	931,698,845	737,787,851	751,590,968	395,420,345
<b>Subtotal: Operating Expenditures</b>	<b>\$749,263,780</b>	<b>\$954,830,588</b>	<b>\$766,389,898</b>	<b>\$777,808,888</b>	<b>\$420,313,094</b>
Capital Purchases and Equipment	205,733	329,483	435,499	1,376,240	261,063
Debt Service	-	-	-	-	-
Operating Transfers	14,908,224	16,112,933	11,769,721	22,646,794	26,630,662
<b>Total Expenditures</b>	<b>\$764,377,737</b>	<b>\$971,273,004</b>	<b>\$778,595,118</b>	<b>\$801,831,922</b>	<b>\$447,204,819</b>
<b>Expenditures By Funds</b>					
General Revenue	3,722,017	3,762,845	4,117,831	3,993,598	4,121,041
Federal Funds	52,911,467	300,012,668	146,738,187	111,855,538	20,052,504
Restricted Receipts	1,324,939	1,417,281	1,529,556	1,301,077	1,320,268
Other Funds	706,419,314	666,080,210	626,209,544	684,681,709	421,711,006
<b>Total Expenditures</b>	<b>\$764,377,737</b>	<b>\$971,273,004</b>	<b>\$778,595,118</b>	<b>\$801,831,922</b>	<b>\$447,204,819</b>
<b>Program Measures</b>					
Initial Unemployment Insurance Claims Promptly Paid	85.3%	85.2%	95.0%	93.0%	93.0%
Initial Unemployment Insurance Claims Accurately Paid	93.8%	96.3%	95.6%	95.6%	95.6%
Percentage of Wage Information Transferred to Other States within 5 Calendar Days	82.9%	84.0%	85.0%	85.0%	85.0%
Percentage of Temporary Disability Claims Filed that are Either Authorized or Disallowed within 21 Days of their Receipt	71.1%	72.0%	73.0%	79.3%	79.3%
Percentage of Nonmonetary Determinations Receiving an Acceptable Grade for Completeness of Fact-Finding and Correctness	83.3%	73.9%	89.0%	80.0%	80.0%

# The Program

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## Department of Labor and Training Injured Workers Services

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### 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 2009 Actual	FY 2010 Actual	FY 2011 Enacted	FY 2011 Revised	FY 2012 Recommended
<b>Expenditures by Subprogram</b>					
Workers' Compensation Compliance	5,672,723	4,115,194	4,973,513	4,714,551	4,265,712
Education and Rehabilitation	4,042,241	3,672,115	4,106,809	3,962,257	4,289,377
<b>Total Expenditures</b>	<b>\$9,714,964</b>	<b>\$7,787,309</b>	<b>\$9,080,322</b>	<b>\$8,676,808</b>	<b>\$8,555,089</b>
<b>Expenditures By Object</b>					
Personnel	6,630,912	5,313,191	5,706,393	6,107,943	5,988,604
Operating Supplies and Expenses	419,495	376,509	736,993	409,183	561,458
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	2,569,164	1,952,335	2,601,430	2,090,883	1,950,893
<b>Subtotal: Operating Expenditures</b>	<b>\$9,619,571</b>	<b>\$7,642,035</b>	<b>\$9,044,816</b>	<b>\$8,608,009</b>	<b>\$8,500,955</b>
Capital Purchases and Equipment	95,393	145,274	35,506	68,799	54,134
Debt Service	-	-	-	-	-
Operating Transfers	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$9,714,964</b>	<b>\$7,787,309</b>	<b>\$9,080,322</b>	<b>\$8,676,808</b>	<b>\$8,555,089</b>
<b>Expenditures By Funds</b>					
Restricted Receipts	9,714,964	7,787,309	9,080,322	8,676,808	8,555,089
<b>Total Expenditures</b>	<b>\$9,714,964</b>	<b>\$7,787,309</b>	<b>\$9,080,322</b>	<b>\$8,676,808</b>	<b>\$8,555,089</b>
<b>Program Measures</b>					
Return to Work Rate	95.0%	95.0%	95.0%	95.0%	95.0%
Percentage of Students Completing the Computer Skills Workshop who pass the Proficiency Exam	85.0%	100.0%	90.0%	100.0%	100.0%
Timely Filing of First report of Injury Within 10 days	70.9%	72.0%	80.0%	75.0%	75.0%

# The Program

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## Department of Labor and Training Labor Relations Board

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### 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 2009 Actual	FY 2010 Actual	FY 2011 Enacted	FY 2011 Revised	FY 2012 Recommended
<b>Expenditures By Object</b>					
Personnel	376,295	347,546	388,306	375,748	390,402
Operating Supplies and Expenses	12,689	10,585	12,869	10,636	10,689
Aid To Local Units Of Government	-	-	-	-	-
Assistance, Grants and Benefits	72	50	73	51	51
<b>Subtotal: Operating Expenditures</b>	<b>\$389,056</b>	<b>\$358,181</b>	<b>\$401,248</b>	<b>\$386,435</b>	<b>\$401,142</b>
Capital Purchases and Equipment	1,322	13,717	1,349	13,854	13,991
Debt Service	-	-	-	-	-
Operating Transfers	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$390,378</b>	<b>\$371,898</b>	<b>\$402,597</b>	<b>\$400,289</b>	<b>\$415,133</b>
<b>Expenditures By Funds</b>					
General Revenue	390,378	371,898	402,597	400,289	415,133
<b>Total Expenditures</b>	<b>\$390,378</b>	<b>\$371,898</b>	<b>\$402,597</b>	<b>\$400,289</b>	<b>\$415,133</b>
<b>Program Measures</b>					
Percentage of Cases Resolved	65.0%	52.0%	80.0%	75.0%	75.0%