



**Gina M. Raimondo,
Governor**

**State of Rhode Island and
Providence Plantations
Fiscal Year 2018
Budget**

**Volume I – General Government
and Quasi-Public Agencies**

Agency

Department Of Labor And Training

Agency Mission

To provide and administer public programs for workforce development, income support, injured workers services, and workforce regulation and safety that respond to customer expectations, leads to an improved economy, and enhance the quality of life for all residents in Rhode Island.

Agency Description

The Department of Labor and Training is the primary workforce agency responsible for the administration of a comprehensive array of employment and training services to Rhode Island's job seekers and business community. It executes programs and administers laws governing the following six program areas: Executive Management, Income Support, Workforce Development Services and 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 (UI), Temporary Disability Insurance (TDI), and the Police and Fire Relief Fund(P&F).

The Workforce Development Program administers federal and state employment and training programs designed to help individuals find gainful employment and employers' with skilled workers. The program includes the Governor's Workforce Board (State Workforce Investment Board and the Human Resource Investment Council) which was established to unify the governing mandates defined by both state and federal legislation and to institute common statewide policies, goals and strategies for the coordination of employment and training programs, employment-associated educational programs and related services for all system stakeholders. This alignment ensures strategies that create and address a demand-driven workforce agenda that is responsive to the needs of Rhode Island businesses.

The Workers Compensation Program operates the State's Workers' Compensation System. The Dr. John E. Donley Center provides work hardening rehabilitation services for workers injured on the job. The Workers' Compensation Education unites educates and 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.

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.

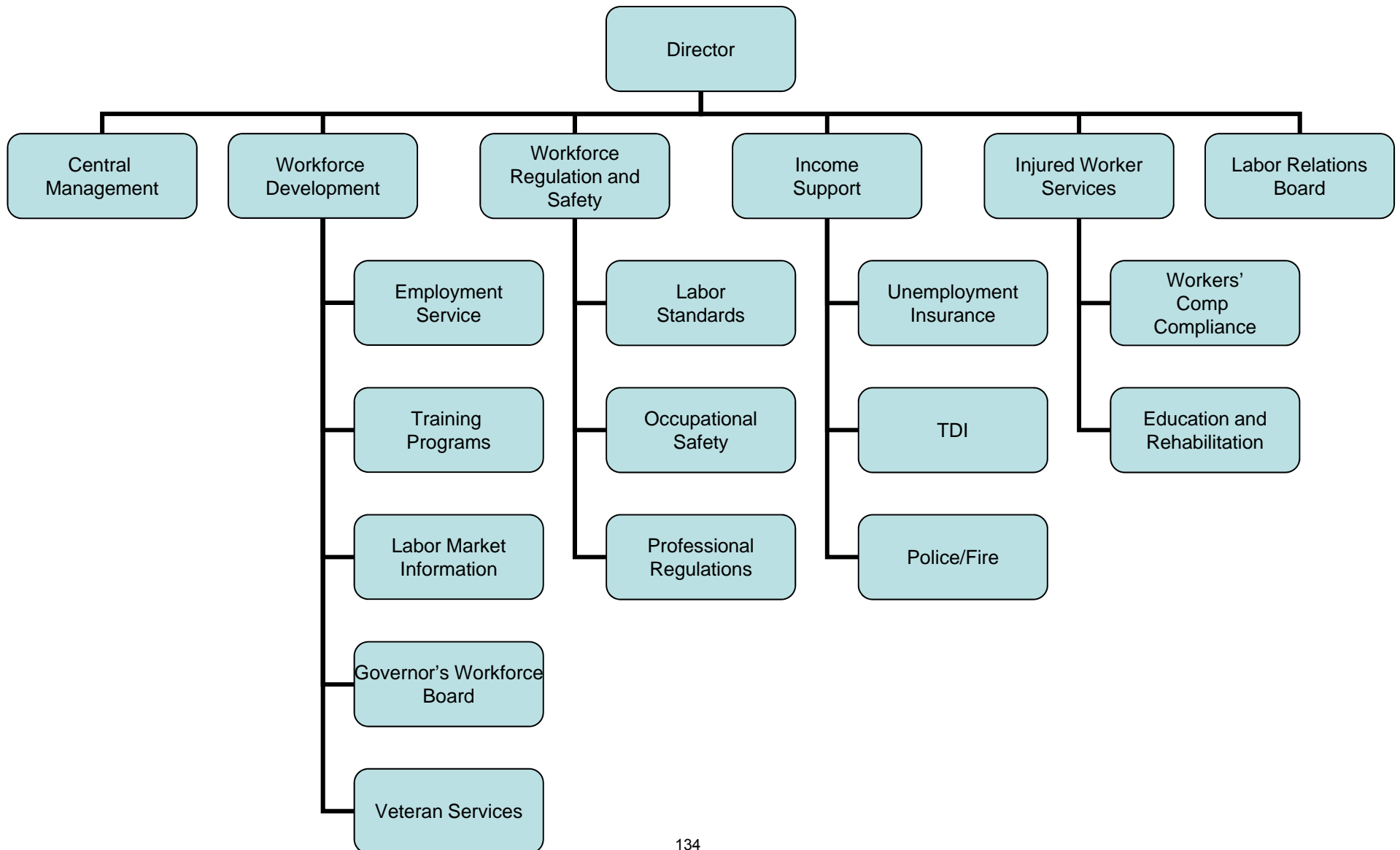
Budget

Department Of Labor And Training

	FY 2015 Audited	FY 2016 Audited	FY 2017 Enacted	FY 2017 Revised	FY 2018 Recommend
Expenditures By Program					
Central Management	679,226	2,892,443	2,554,448	2,518,406	1,951,919
Workforce Development Services	30,527,203	36,169,263	36,864,600	55,646,182	34,751,523
Workforce Regulation and Safety	2,792,826	2,971,965	2,825,411	2,813,335	3,468,398
Income Support	386,704,180	375,243,644	368,318,420	374,621,921	379,112,413
Injured Workers Services	8,128,507	7,620,544	8,552,358	8,580,397	8,701,434
Labor Relations Board	381,678	439,709	402,491	404,549	397,335
Total Expenditures	\$429,213,620	\$425,337,568	\$419,517,728	\$444,584,790	\$428,383,022
Expenditures By Object					
Personnel	42,208,004	44,403,354	45,298,838	50,650,607	46,179,760
Operating Supplies and Expenses	5,288,429	7,804,453	4,476,159	4,527,850	4,285,819
Assistance and Grants	358,778,871	352,913,019	361,582,771	375,487,872	367,441,119
Aid to Local Units of Government	76,960	-	-	-	-
Subtotal: Operating Expenditures	406,352,264	405,120,826	411,357,768	430,666,329	417,906,698
Capital Purchases and Equipment	839,163	279,954	2,012,606	2,413,185	1,191,286
Debt Service (Fixed Charges)	350,259	-	-	-	-
Operating Transfers	21,671,934	19,936,788	6,147,354	11,505,276	9,285,038
Total Expenditures	\$429,213,620	\$425,337,568	\$419,517,728	\$444,584,790	\$428,383,022
Expenditures By Funds					
General Revenue	8,553,272	8,382,043	8,212,636	8,139,796	8,751,313
Federal Funds	35,913,567	39,141,911	38,451,580	49,186,947	35,459,683
Restricted Receipts	35,172,518	31,568,311	23,585,123	29,710,613	24,090,443
Operating Transfers from Other Funds	225,691	2,116,990	1,905,000	1,531,058	1,130,000
Other Funds	349,348,572	344,128,313	347,363,389	356,016,376	358,951,583
Total Expenditures	\$429,213,620	\$425,337,568	\$419,517,728	\$444,584,790	\$428,383,022
FTE Authorization	410.0	409.5	409.5	436.2	433.7

The Agency

Department of Labor and Training



Personnel

Department Of Labor And Training Agency Summary

	Grade	FY 2017		FY 2018	
		FTE	Cost	FTE	Cost
Classified		420.2	24,901,272	418.2	24,944,951
Unclassified		16.0	1,584,451	15.5	1,534,338
Subtotal		436.2	\$26,485,723	433.7	\$26,479,289
Cost Allocation from Other Programs		-	3,649,994	-	2,090,569
Cost Allocation to Other Programs		-	(\$3,649,994)	-	(\$2,090,569)
Interdepartmental Transfer		-	46,788	-	-
Overtime		-	260,000	-	260,000
Turnover		-	(\$1,354,401)	-	(\$2,124,315)
Subtotal		-	(\$1,047,613)	-	(\$1,864,315)
Total Salaries		436.2	\$25,438,110	433.7	\$24,614,974
Benefits					
Payroll Accrual			144,864		140,990
Holiday			2,703		2,703
FICA			1,930,770		1,875,234
Retiree Health			1,559,803		1,522,573
Health Benefits			5,650,353		5,663,470
Retirement			6,577,089		6,313,540
Subtotal			\$15,865,582		\$15,518,510
Total Salaries and Benefits		436.2	\$41,303,692	433.7	\$40,133,484
Cost Per FTE Position (Excluding Temporary and Seasonal)			\$94,690		\$92,537
Statewide Benefit Assessment			\$1,196,338		\$1,158,958
Payroll Costs		436.2	\$42,500,030	433.7	\$41,292,442
Purchased Services					
Information Technology			5,448,998		2,259,950
Clerical and Temporary Services			83,777		82,661
Management & Consultant Services			4,921		4,969
Legal Services			299,719		221,983
Other Contracts			462,895		452,152
Buildings and Ground Maintenance			34,368		34,097
Training and Educational Services			111,376		112,490
Medical Services			1,704,523		1,719,016
Subtotal			\$8,150,577		\$4,887,318
Total Personnel		436.2	\$50,650,607	433.7	\$46,179,760
Distribution By Source Of Funds					
General Revenue		39.1	\$3,183,309	39.1	\$3,826,201
Federal Funds		265.4	\$25,356,093	262.9	\$22,574,272
Restricted Receipts		57.4	\$12,865,814	57.4	\$12,428,569
Other Funds		74.3	\$9,245,391	74.3	\$7,350,718
Total All Funds		436.2	\$50,650,607	433.7	\$46,179,760

Performance Measures

Department Of Labor And Training

Timeliness of Unemployment Insurance (UI) First Benefit Payments

The figures below represent the percentage of initial UI claims for benefits paid within 14 days. The United States Department of Labor has set a target of 87 percent. [Note: Calendar year 2016 data is as of 9/19/2016.]

	2014	2015	2016	2017	2018
Target	87%	87%	87%	90%	93%
Actual	77.3%	86%	89.5%	--	--

Performance for this measure is reported by calendar year.

Timeliness of UI Adjudication Decisions

The figures below represent the percentage of contested UI claims adjudicated within 21 days. The United States Department of Labor has set a target of 80 percent. [Note: Calendar year 2016 data is as of 9/19/2016.]

	2014	2015	2016	2017	2018
Target	80%	80%	80%	85%	90%
Actual	30.6%	54.8%	80.6%	--	--

Performance for this measure is reported by calendar year.

UI Call Center Wait Times

The figures below represent the average amount of time a caller spends on hold before reaching an agent in the UI call center. [Note: Calendar year 2016 data is as of 9/14/2016.]

	2014	2015	2016	2017	2018
Target	33 Minutes	25 Minutes	20 Minutes	15 Minutes	10 Minutes
Actual	30 Minutes	25 Minutes	19 Minutes	--	--

Performance for this measure is reported by calendar year.

Timeliness of Labor Standards Case Closure

Labor Standards cases are considered closed when the wage claim is dismissed as not valid, settled, or referred to a hearing. The figures below represent the percentage of cases closed in 90 days or less from date of assignment to examiner.

	2014	2015	2016	2017	2018
Target	--	--	50%	75%	65%
Actual	10%	30%	45%	--	--

Performance for this measure is reported by calendar year.

Performance Measures

Department Of Labor And Training

Real Jobs Rhode Island Employer Engagement

The figures below represent the number of employers participating in Real Jobs Partnerships. [Note: 2016 and 2017 targets have been revised.]

	2014	2015	2016	2017	2018
Target	--	100	200	200	200
Actual	--	186	218	--	--

Performance for this measure is reported by calendar year.

Real Jobs Rhode Island Job Placements

The figures below represent job placements through Real Jobs Partnerships. [Note: 2016 and 2017 targets have been revised.]

	2014	2015	2016	2017	2018
Target	--	--	236	557	590
Actual	--	--	222	--	--

Performance for this measure is reported by calendar year.

The Program

Department Of Labor And Training Central Management

Program Mission

To provide leadership, management and strategic planning for the development and implementation of a cost efficient and effective service delivery system.

To provide competent legal representation and consultation to all departmental staffing the execution of programs and services.

To provide comprehensive financial management, professional staff development and management information services to all divisions within the department.

Program Description

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, facilities 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, coordinate the maintenance and support of facilities, incident response and management, 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 centralized functions and 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.

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

	2015 Audited	2016 Audited	2017 Enacted	2017 Revised	2018 Recommend
Expenditures By Subprogram					
Operations	679,226	2,892,443	2,554,448	2,518,406	1,951,919
Total Expenditures	\$679,226	\$2,892,443	\$2,554,448	\$2,518,406	\$1,951,919
Expenditures By Object					
Personnel	425,454	787,576	620,811	709,870	799,585
Operating Supplies and Expenses	178,898	2,104,627	25,117	40,690	22,092
Assistance and Grants	1,176	215	1,199	217	219
Subtotal: Operating Expenditures	605,528	2,892,418	647,127	750,777	821,896
Capital Purchases and Equipment	73,698	25	1,907,321	1,767,629	1,130,023
Total Expenditures	\$679,226	\$2,892,443	\$2,554,448	\$2,518,406	\$1,951,919
Expenditures By Funds					
General Revenue	102,981	132,154	120,134	134,127	134,315
Restricted Receipts	350,554	643,299	529,314	853,221	687,604
Operating Transfers from Other Funds	225,691	2,116,990	1,905,000	1,531,058	1,130,000
Total Expenditures	\$679,226	\$2,892,443	\$2,554,448	\$2,518,406	\$1,951,919

Personnel

Department Of Labor And Training Central Management

	Grade	FY 2017		FY 2018	
		FTE	Cost	FTE	Cost
Classified					
CHIEF ADMINISTRATOR DIVISION OF REHAB AND	00140A	0.2	24,026	0.2	24,026
ASSISTANT DIRECTOR FINANCIAL AND CONTRACT	00141A	0.2	24,000	0.2	24,000
ADMINISTRATOR, OPERATIONS MANAGEMENT	00141A	1.0	100,482	1.0	102,860
FISCAL MANAGEMENT OFFICER	00B26A	2.0	139,060	2.0	139,060
OFFICE MANAGER	00123A	0.2	10,188	0.2	10,188
ADMINISTRATIVE OFFICER	00124A	1.0	47,140	1.0	48,628
Subtotal		4.6	\$344,896	4.6	\$348,762
Unclassified					
EXECUTIVE COUNSEL	00839A	0.3	32,478	0.3	32,480
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	1.2	110,700	1.2	110,700
Subtotal		1.5	\$143,178	1.5	\$143,180
Turnover		-	(112,910)	-	(66,468)
Subtotal		-	(\$112,910)	-	(\$66,468)
Total Salaries		6.1	\$375,164	6.1	\$425,474
Benefits					
Payroll Accrual			2,172		2,458
FICA			28,702		32,548
Retiree Health			22,395		25,445
Health Benefits			77,814		95,318
Retirement			98,701		110,506
Subtotal			\$229,784		\$266,275
Total Salaries and Benefits		6.1	\$604,948	6.1	\$691,749
Cost Per FTE Position (Excluding Temporary and Seasonal)			\$99,172		\$113,401
Statewide Benefit Assessment			\$17,644		\$19,834
Payroll Costs		6.1	\$622,592	6.1	\$711,583
Purchased Services					
Information Technology			120		122
Clerical and Temporary Services			128		129
Legal Services			15,010		15,010
Other Contracts			72,020		72,741
Subtotal			\$87,278		\$88,002
Total Personnel		6.1	\$709,870	6.1	\$799,585
Distribution By Source Of Funds					
General Revenue		1.8	\$129,432	1.8	\$129,577
Restricted Receipts		4.3	\$580,438	4.3	\$670,008
Total All Funds		6.1	\$709,870	6.1	\$799,585

The Program

Department Of Labor And Training Workforce Development Services

Program Mission

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.

Program Description

The Workforce Development Services program consists of several sub-programs that are designed to help individuals find meaningful work and assist them with basic skills development and training. Workforce development services are accomplished through activities conducted through the following sub-programs:

The Employment Service subprogram provides our customers with a broad array of services, including: employment counseling, occupational exploration, aptitude test and performance testing, career guidance, job search workshops, resume writing seminars, and referrals to training programs. Individuals served as a target population such as Veterans or Trade are offered these same services by specialized staff. For example, in serving Veterans these services are provided by representatives who are Veterans and they are given priority for referrals to job openings.

The Workforce Innovation and Opportunity Act subprogram 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. It offers vocational planning, job search workshops, work readiness training, classroom training, and on-the-job training opportunities.

The Trade Adjustment Assistance (TAA) subprogram provides monetary benefits and/or educational assistance to workers who have lost their jobs or whose hours of work and wages have been reduced due to increase imports or a shift in production out of the United States. DLT coordinates with the USDOL's Employment and Training Administration, filing petitions on behalf of the affected worker. TAA services may include job search assistance, educational, interest and aptitude assessment, waivers to training for individuals who pursue employment utilizing their current skills, educational and occupational training, on-the-job training, and relocation allowances and wage supplements. The Alternative Trade Adjustment Assistance program (ATAA) provides additional support services to individuals 50 years of age and older.

The RI Works program provides a broad array of services to beneficiaries of Temporary Assistance for Needy Families (TANF) who must work as a first step in their employment plan. Job search skills, resume writing seminars, vocational counseling and a series of work preparation workshops are provided to TANF beneficiaries to help them get a job as quickly as possible. Additional skills building, training and education opportunities are explored once the work requirement has been achieved.

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. The Trade Act of 1974 created the Trade Act. R.I.G.L. 42-102 created the RI Works program.

The Budget

Department Of Labor And Training Workforce Development Services

	2015 Audited	2016 Audited	2017 Enacted	2017 Revised	2018 Recommend
Expenditures By Subprogram					
Employment Services	3,697,180	4,335,316	4,764,598	7,333,776	3,189,759
WIOA & Other Training Programs	16,918,393	19,748,750	18,671,997	29,082,132	17,785,672
Labor Market Information	702,011	634,731	638,310	616,278	516,784
Governor's Workforce Board RI	8,549,812	10,898,184	12,028,451	17,970,389	12,601,385
Veteran Services	659,807	552,282	761,244	643,607	657,923
Total Expenditures	\$30,527,203	\$36,169,263	\$36,864,600	\$55,646,182	\$34,751,523
Expenditures By Object					
Personnel	11,567,491	13,085,474	13,398,759	16,420,696	13,160,369
Operating Supplies and Expenses	1,829,065	1,569,739	1,664,440	1,507,262	1,368,038
Assistance and Grants	16,632,086	20,974,873	21,599,560	35,327,322	20,056,207
Aid to Local Units of Government	76,960	-	-	-	-
Subtotal: Operating Expenditures	30,105,602	35,630,086	36,662,759	53,255,280	34,584,614
Capital Purchases and Equipment	337,124	4,835	57,264	5,626	4,648
Operating Transfers	84,477	534,342	144,577	2,385,276	162,261
Total Expenditures	\$30,527,203	\$36,169,263	\$36,864,600	\$55,646,182	\$34,751,523
Expenditures By Funds					
General Revenue	955,748	869,462	704,517	704,517	704,517
Federal Funds	20,990,316	24,021,293	24,121,921	32,723,482	21,320,978
Restricted Receipts	8,549,812	10,898,184	12,028,451	17,970,389	12,601,385
Other Funds	31,327	380,324	9,711	4,247,794	124,643
Total Expenditures	\$30,527,203	\$36,169,263	\$36,864,600	\$55,646,182	\$34,751,523

Personnel

Department Of Labor And Training Workforce Development Services

	Grade	FY 2017		FY 2018	
		FTE	Cost	FTE	Cost
Classified					
DEPUTY DIRECTOR (DLT)	00144A	0.2	28,344	0.2	28,344
ASSISTANT DIRECTOR FINANCIAL AND CONTRACT	00141A	0.1	12,000	0.1	12,000
ASSISTANT DIRECTOR FOR LABOR MARKET INFO	00139A	0.6	67,637	0.6	67,637
ASSISTANT DIRECTOR FOR ADMINISTRATIVE	00143A	0.2	22,308	0.2	23,354
ASSISTANT DIRECTOR FOR PLANNING AND	00139A	1.0	99,623	1.0	103,228
ADMINISTRATOR, FINANCIAL MANAGEMENT	00137A	1.6	156,132	1.6	156,132
EMPLOYMENT AND TRAINING ADMINISTRATOR	00135A	0.7	67,517	0.7	67,517
CHIEF OF LABOR AND TRAINING OPERATIONS	00134A	3.0	262,321	3.0	262,321
CHIEF OF RESEARCH AND ANALYSIS	00134A	0.9	78,594	0.9	78,594
ASSISTANT DIRECTOR FOR EMPLOYMENT &	00139A	1.0	85,381	1.0	88,586
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	00137A	0.2	16,748	0.2	16,748
MANAGEMENT ASSISTANCE SUPERVISOR	00131A	1.0	83,044	1.0	83,044
CHIEF PROGRAM DEVELOPMENT	00134A	1.0	82,220	1.0	82,220
ASSISTANT CHIEF OF PLANNING	00137A	2.0	158,940	2.0	165,938
BUSINESS MANAGEMENT OFFICER	00B26A	0.2	15,080	0.2	15,196
PRINCIPAL DLT BUSINESS OFFICER	00127A	0.3	21,633	0.3	21,633
COORDINATOR OF EMPLOYMENT AND TRAINING	00131A	20.0	1,438,808	20.0	1,459,336
SUPERVISOR OF OFFICE SERVICES (DLT)	00131A	0.2	13,950	0.2	13,950
INVESTIGATIVE AUDITOR	00133A	1.0	69,243	1.0	71,900
CHIEF IMPLEMENTATION AIDE	00128A	2.4	165,841	2.4	167,243
SUPERVISING DLT BUSINESS OFFICER	00132A	1.2	81,192	1.2	83,536
ASSISTANT COORDINATOR OF EMPLOYMENT AND	00129A	7.4	494,565	7.4	505,950
SENIOR EMPLOYMENT AND TRAINING MANAGER	00128A	2.0	126,358	2.0	130,187
SENIOR DLT BUSINESS OFFICER	00324A	2.4	150,614	2.4	150,875
PRINCIPAL RESEARCH TECHNICIAN	00127A	3.0	184,740	3.0	186,544
SENIOR RESEARCH TECHNICIAN	00323A	1.0	59,728	1.0	59,728
CHIEF OF INFORMATION AND PUBLIC RELATIONS	00129A	0.2	11,410	0.2	11,817
SENIOR EMPLOYMENT & TRAINING MONITORING	00126A	5.0	279,601	5.0	286,949
BUSINESS SERVICES SPECIALIST	00324A	9.0	492,556	9.0	492,556
PRINCIPAL EMPLOYMENT AND TRAINING	00323A	32.6	1,778,309	32.6	1,782,920
DLT BUSINESS OFFICER	00321A	1.2	64,651	1.2	64,873
LEGAL ASSISTANT	00319A	0.1	5,321	0.1	5,321
SENIOR COMPUTER OPERATOR	00318A	0.2	9,908	0.2	9,908
EMPLOYMENT AND TRAINING ASSISTANT	00316A	0.3	14,730	0.3	14,730
RESEARCH TECHNICIAN	00319A	2.0	97,550	2.0	97,550
EMPLOYMENT & TRAINING INTERVIEWER &	00320A	0.7	33,624	0.7	33,624
ADMINISTRATIVE OFFICER	00124A	1.0	47,140	1.0	48,629
OFFICE MANAGER	00123A	1.1	50,612	1.1	52,072
LOCAL VETERANS EMPLOYMENT	00320A	3.0	137,464	3.0	138,938
DISABLED VETERANS JOB ASSISTANT	00320A	3.0	130,603	3.0	133,358
ASSISTANT BUSINESS MANAGEMENT OFFICER	00319A	0.3	12,339	0.3	12,613
CENTRAL MAIL ROOM CLERK	00311G	0.4	14,033	0.4	14,155
Subtotal		114.7	\$7,222,412	114.7	\$7,301,754
Unclassified					
DIRECTOR, DEPARTMENT OF LABOR AND	00948KF	0.3	40,500	0.3	40,500

Personnel

Department Of Labor And Training Workforce Development Services

	Grade	FY 2017		FY 2018	
		FTE	Cost	FTE	Cost
EXECUTIVE COUNSEL	00839A	0.2	21,653	0.2	21,653
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	0.3	27,904	0.3	27,904
EXECUTIVE DIRECTOR GOVERNOR'S WORKFORCE	00839A	1.0	88,798	1.0	93,575
SPECIAL ASSISTANT	00829A	0.2	13,984	0.2	13,984
Subtotal		2.0	\$192,839	2.0	\$197,616
Cost Allocation from Other Programs		-	2,497,963	-	972,219
Interdepartmental Transfer		-	46,788	-	-
Turnover		-	(290,938)	-	(730,449)
Subtotal		-	\$2,253,813	-	\$241,770
Total Salaries		116.7	\$9,669,064	116.7	\$7,741,140
Benefits					
Payroll Accrual			54,502		44,023
FICA			741,241		591,954
Retiree Health			578,964		462,916
Health Benefits			2,141,116		1,728,984
Retirement			2,531,418		1,993,049
Subtotal			\$6,047,241		\$4,820,926
Total Salaries and Benefits		116.7	\$15,716,305	116.7	\$12,562,066
Cost Per FTE Position (Excluding Temporary and Seasonal)			\$134,673		\$107,644
Statewide Benefit Assessment			\$460,756		\$367,711
Payroll Costs		116.7	\$16,177,061	116.7	\$12,929,777
Purchased Services					
Information Technology			4,800		4,664
Clerical and Temporary Services			6,586		6,559
Legal Services			3,217		3,249
Other Contracts			208,424		195,899
Buildings and Ground Maintenance			18,084		17,672
Training and Educational Services			2,525		2,550
Subtotal			\$243,636		\$230,593
Total Personnel		116.7	\$16,420,696	116.7	\$13,160,369
Distribution By Source Of Funds					
Federal Funds		107.8	\$11,179,918	107.8	\$10,396,951
Restricted Receipts		8.6	\$3,221,286	8.6	\$2,731,544
Other Funds		0.3	\$2,019,492	0.3	\$31,874
Total All Funds		116.7	\$16,420,696	116.7	\$13,160,369

The Program

Department Of Labor And Training Workforce Regulation and Safety

Program Mission

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.

Program Description

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, informational and 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 both public and private sector workplace environments by enforcing laws relating to safety compliance, elevators, boilers, hazardous substances, and weights and measures.

The Trade Licensing unit licenses numerous technical professions, 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 Registered Apprenticeship unit registers apprenticeship training programs. The apprentice training programs are essential in ensuring the creation of criteria for apprenticed occupations, related instruction and the necessary credentialing for a skilled trade workforce. The apprenticeship program also plays an important role in career and vocational day programs in the middle schools, high schools and charter schools in Rhode Island by introducing young students to alternative career choices by providing on-site informational sessions.

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.

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

	2015 Audited	2016 Audited	2017 Enacted	2017 Revised	2018 Recommend
Expenditures By Subprogram					
Labor Standards	453,196	303,999	326,344	324,646	586,520
Occupational Safety	796,122	736,288	705,118	697,158	968,841
Professional Regulations	1,543,508	1,931,678	1,793,949	1,791,531	1,913,037
Total Expenditures	\$2,792,826	\$2,971,965	\$2,825,411	\$2,813,335	\$3,468,398
Expenditures By Object					
Personnel	2,538,312	2,833,201	2,565,852	2,561,842	3,208,814
Operating Supplies and Expenses	234,397	132,650	239,041	239,041	239,041
Assistance and Grants	374	318	370	393	395
Subtotal: Operating Expenditures	2,773,083	2,966,169	2,805,263	2,801,276	3,448,250
Capital Purchases and Equipment	17,020	5,796	17,371	12,059	17,371
Operating Transfers	2,723	-	2,777	-	2,777
Total Expenditures	\$2,792,826	\$2,971,965	\$2,825,411	\$2,813,335	\$3,468,398
Expenditures By Funds					
General Revenue	2,792,826	2,971,965	2,825,411	2,813,335	3,468,398
Total Expenditures	\$2,792,826	\$2,971,965	\$2,825,411	\$2,813,335	\$3,468,398

Personnel

Department Of Labor And Training Workforce Regulation and Safety

	Grade	FY 2017		FY 2018	
		FTE	Cost	FTE	Cost
Classified					
DEPUTY DIRECTOR (DLT)	00144A	0.1	14,172	0.1	14,172
ASSISTANT DIRECTOR FOR ADMINISTRATIVE	00143A	0.1	11,154	0.1	11,677
ASSISTANT DIRECTOR DEPARTMENT OF LABOR	00140A	1.0	98,106	1.0	98,106
ADMINISTRATOR, FINANCIAL MANAGEMENT	00137A	0.2	19,516	0.2	19,516
EMPLOYMENT AND TRAINING ADMINISTRATOR	00135A	1.0	97,420	1.0	97,420
CHIEF OF LABOR AND TRAINING OPERATIONS	00134A	1.0	93,966	1.0	93,966
CHIEF LICENSING EXAMINER-DIVISION OF COMM	00333A	1.0	88,128	1.0	88,128
SUPERVISING DLT BUSINESS OFFICER	00132A	0.1	8,586	0.1	8,586
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	00137A	0.1	8,374	0.1	8,374
COORDINATOR OF EMPLOYMENT AND TRAINING	00131A	0.2	16,642	0.2	16,642
CHIEF PREVAILING WAGE INVESTIGATOR	00330A	1.0	78,182	1.0	78,182
CHIEF PLUMBING INVESTIGATOR (BD OF	00330A	1.0	75,723	1.0	75,723
BUSINESS MANAGEMENT OFFICER	00B26A	0.1	7,540	0.1	7,598
CHIEF ELEVATOR INSPECTOR	00330A	1.0	72,895	1.0	72,895
ASSISTANT COORDINATOR OF EMPLOYMENT AND	00129A	0.2	14,427	0.2	14,427
CHIEF IMPLEMENTATION AIDE	00128A	0.2	14,258	0.2	14,258
CHIEF IMPLEMENTATION AIDE	00328A	1.0	71,102	1.0	72,704
SUPERVISOR OF OFFICE SERVICES (DLT)	00131A	0.1	6,975	0.1	6,975
CHIEF MECHANICAL INVESTIGATOR (BD OF	00330A	1.0	69,581	1.0	69,581
SUPERVISOR APPRENTICESHIP TRAINING	00327A	1.0	65,503	1.0	68,484
ASSISTANT ADMINISTRATOR DIVISION OF LABOR	00332A	0.5	31,701	0.5	32,812
SENIOR DLT BUSINESS OFFICER	00324A	0.1	6,325	0.1	6,390
CHIEF BOILER AND PRESSURE VESSEL INSPECTOR	00330A	1.0	63,227	1.0	65,421
PRINCIPAL DLT BUSINESS OFFICER	00127A	0.4	24,823	0.4	25,017
SENIOR INDUSTRIAL SAFETY SPECIALIST (DLT)	00328A	1.0	61,473	1.0	61,473
CHIEF ELECTRICAL INVESTIGATOR (BD. OF EXAM.	00330A	1.0	58,892	1.0	60,918
SENIOR PREVAILING WAGE INVESTIGATOR	00327A	1.0	57,142	1.0	59,050
CHIEF OF INFORMATION AND PUBLIC RELATIONS	00129A	0.1	5,704	0.1	5,908
ADMINISTRATIVE OFFICER	00324A	0.5	27,731	0.5	27,731
APPRENTICESHIP TRAINING COORDINATOR	00324A	1.0	55,462	1.0	55,462
LABOR STANDARDS EXAMINER	00322A	2.0	110,679	2.0	111,648
LEGAL ASSISTANT	00319A	0.2	10,642	0.2	10,642
IMPLEMENTATION AIDE	00322A	3.0	156,606	3.0	159,376
CLERK SECRETARY	00B16A	1.0	51,407	1.0	52,071
CHIEF HAZARDOUS SUBSTANCE UNIT	00326A	1.0	50,988	1.0	52,564
SENIOR COMPUTER OPERATOR	00318A	0.1	4,954	0.1	4,954
EMPLOYMENT AND TRAINING ASSISTANT	00316A	0.1	4,910	0.1	4,910
OFFICE MANAGER	00123A	0.9	44,099	0.9	45,306
INDUSTRIAL SAFETY SPECIALIST (OCCUPATIONAL	00322A	3.0	141,352	3.0	142,701
PREVAILING WAGE INVESTIGATOR	00322A	1.0	46,855	1.0	48,086
DLT BUSINESS OFFICER	00321A	0.9	42,124	0.9	43,351
ASSISTANT BUSINESS MANAGEMENT OFFICER	00319A	0.1	4,113	0.1	4,205
INTERPRETING INTERVIEWER (SPANISH)	00319A	1.0	40,895	1.0	41,781
CENTRAL MAIL ROOM CLERK	00311G	0.2	7,016	0.2	7,078
Subtotal		32.5	\$2,041,370	32.5	\$2,066,269

Personnel

Department Of Labor And Training Workforce Regulation and Safety

	Grade	FY 2017		FY 2018	
		FTE	Cost	FTE	Cost
Unclassified					
DIRECTOR, DEPARTMENT OF LABOR AND	00948KF	0.1	13,500	0.1	13,500
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	0.3	35,680	0.3	35,680
EXECUTIVE COUNSEL	00839A	0.3	32,479	0.3	32,479
SPECIAL ASSISTANT	00829A	0.1	6,992	0.1	6,992
CHIEF HOISTING ENGINEER INVESTIGATOR	00328A	1.0	61,473	1.0	61,473
Subtotal		1.8	\$150,124	1.8	\$150,124
Turnover		-	(644,049)	-	(282,979)
Subtotal		-	(\$644,049)	-	(\$282,979)
Total Salaries		34.3	\$1,547,445	34.3	\$1,933,414
Benefits					
Payroll Accrual			9,163		10,627
FICA			119,620		143,986
Retiree Health			93,347		116,480
Health Benefits			293,357		402,365
Retirement			411,864		501,237
Subtotal			\$927,351		\$1,174,695
Total Salaries and Benefits		34.3	\$2,474,796	34.3	\$3,108,109
Cost Per FTE Position (Excluding Temporary and Seasonal)			\$72,151		\$90,615
Statewide Benefit Assessment			\$70,263		\$83,922
Payroll Costs		34.3	\$2,545,059	34.3	\$3,192,031
Purchased Services					
Information Technology			2,008		2,008
Clerical and Temporary Services			3,631		3,631
Legal Services			3,002		3,002
Other Contracts			5,987		5,987
Buildings and Ground Maintenance			2,155		2,155
Subtotal			\$16,783		\$16,783
Total Personnel		34.3	\$2,561,842	34.3	\$3,208,814
Distribution By Source Of Funds					
General Revenue		34.3	\$2,561,842	34.3	\$3,208,814
Total All Funds		34.3	\$2,561,842	34.3	\$3,208,814

The Program

Department Of Labor And Training Income Support

Program Mission

To administer the income support programs in a timely, efficient, and courteous manner with concentration on continuous improvement.

For the Unemployment Insurance program, to comply with the regulations and guidelines established by the United States Department of Labor and to seek methods to excel.

For Temporary Disability and Police and Fire programs, to comply with the regulations and guidelines established by state law and to seek methods for program performance improvements.

Program Description

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. TDI also provides up to 4 weeks of Temporary Caregiver benefits for individuals to care for a seriously ill child, spouse, domestic partner, parent, parent-in-law, or grandparent or to bond with a newborn child, adopted child or foster child. The Caregiver must provide medical proof of the seriously ill family member and bonding claims must provide proof of relationship with the child to meet eligibility requirements. The minimum earnings standard is the same as for TDI.

Police and Fire Relief provides financial compensation to police officers, firefighters, 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 any Rhode Island state college or university.

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

	2015 Audited	2016 Audited	2017 Enacted	2017 Revised	2018 Recommend
Expenditures By Subprogram					
Unemployment Insurance	201,700,842	185,722,512	177,204,659	177,790,521	177,499,143
TDI	180,683,299	185,552,379	186,953,678	192,748,132	197,566,522
Fire and Police	4,320,039	3,968,753	4,160,083	4,083,268	4,046,748
Total Expenditures	\$386,704,180	\$375,243,644	\$368,318,420	\$374,621,921	\$379,112,413
Expenditures By Object					
Personnel	21,333,448	21,556,498	21,776,161	23,693,641	21,647,076
Operating Supplies and Expenses	2,661,233	3,422,827	2,160,931	2,301,172	2,214,304
Assistance and Grants	340,490,310	330,673,165	338,351,151	338,882,866	346,094,453
Subtotal: Operating Expenditures	364,484,991	355,652,490	362,288,243	364,877,679	369,955,833
Capital Purchases and Equipment	284,196	188,708	30,177	624,242	36,580
Debt Service (Fixed Charges)	350,259	-	-	-	-
Operating Transfers	21,584,734	19,402,446	6,000,000	9,120,000	9,120,000
Total Expenditures	\$386,704,180	\$375,243,644	\$368,318,420	\$374,621,921	\$379,112,413
Expenditures By Funds					
General Revenue	4,320,039	3,968,753	4,160,083	4,083,268	4,046,748
Federal Funds	14,923,251	15,120,618	14,329,659	16,463,465	14,138,705
Restricted Receipts	18,143,645	12,406,284	2,475,000	2,306,606	2,100,020
Other Funds	349,317,245	343,747,989	347,353,678	351,768,582	358,826,940
Total Expenditures	\$386,704,180	\$375,243,644	\$368,318,420	\$374,621,921	\$379,112,413

Personnel

Department Of Labor And Training Income Support

	Grade	FY 2017		FY 2018	
		FTE	Cost	FTE	Cost
Classified					
DEPUTY DIRECTOR (DLT)	00144A	0.6	85,035	0.6	85,035
ASSISTANT DIRECTOR FINANCIAL AND CONTRACT ADMINISTRATOR, OPERATIONS MANAGEMENT	00141A	0.7	83,997	0.7	83,997
ASSISTANT DIRECTOR FOR LABOR MARKET INFO	00139A	0.4	45,091	0.4	45,091
ASSISTANT DIRECTOR FOR ADMINISTRATIVE	00143A	0.6	66,922	0.6	70,060
CHIEF REFEREE - BOARD OF REVIEW	00138A	1.0	108,965	1.0	108,965
REFEREE - BOARD OF REVIEW	00137A	6.0	592,756	4.0	393,381
LABOR AND TRAINING ADMINISTRATOR	00138A	1.0	96,903	1.0	100,447
EMPLOYMENT AND TRAINING ADMINISTRATOR	00135A	0.3	28,936	0.3	28,936
CHIEF OF LABOR AND TRAINING OPERATIONS	00134A	4.0	355,017	4.0	362,747
CHIEF OF RESEARCH AND ANALYSIS	00134A	0.1	8,733	0.1	8,733
SUPERVISING DLT BUSINESS OFFICER	00132A	0.6	51,517	0.6	51,517
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	00137A	0.6	50,245	0.6	50,245
COORDINATOR OF EMPLOYMENT AND TRAINING BUSINESS MANAGEMENT OFFICER	00131A	1.6	125,823	1.6	126,195
BUSINESS MANAGEMENT OFFICER	00B26A	0.6	45,240	0.6	45,588
PRINCIPAL EMPLOYMENT AND TRAINING	00130A	3.0	223,832	3.0	226,874
ASSISTANT COORDINATOR OF EMPLOYMENT AND NURSING CARE EVALUATOR	00129A	1.2	86,560	1.2	86,560
CHIEF IMPLEMENTATION AIDE	00520A	3.0	215,708	3.0	220,905
COORDINATOR OF UNEMPLOYMENT INSURANCE	00128A	1.2	85,551	1.2	85,551
SUPERVISOR OF OFFICE SERVICES (DLT)	00131A	1.0	69,750	1.0	69,750
EMPLOYMENT AND TRAINING FINANCIAL	00131A	0.6	41,850	0.6	41,850
PRINCIPAL DLT BUSINESS OFFICER	00132A	1.0	68,788	1.0	72,473
SENIOR EMPLOYMENT AND TRAINING MANAGER	00127A	1.2	81,506	1.2	81,748
ASSISTANT COORDINATOR OF UNEMPLOYMENT	00128A	3.0	195,648	3.0	198,139
SENIOR EMPLOYMENT & TRAINING MONITORING	00129A	1.0	64,513	1.0	64,513
SENIOR DLT BUSINESS OFFICER	00126A	5.0	317,543	5.0	319,546
SENIOR RESEARCH TECHNICIAN	00324A	0.4	25,301	0.4	25,562
EMPLOYMENT AND TRAINING MANAGER	00323A	1.0	59,911	1.0	59,911
CHIEF OF INFORMATION AND PUBLIC RELATIONS	00126A	11.0	658,337	11.0	664,520
IMPLEMENTATION AIDE	00129A	0.6	34,224	0.6	35,448
OFFICE MANAGER	00322A	1.0	55,729	1.0	55,729
BENEFIT CLAIMS SPECIALIST	00123A	2.8	154,836	2.8	155,440
PRINCIPAL EMPLOYMENT AND TRAINING	00323A	58.0	3,107,541	58.0	3,131,568
LEGAL ASSISTANT	00323A	11.4	608,287	11.4	611,207
DLT BUSINESS OFFICER	00319A	0.7	37,247	0.7	37,247
FRAUD AND OVERPAYMENT INVESTIGATOR	00321A	1.7	85,843	1.7	86,987
ADMINISTRATIVE OFFICER	00321A	5.0	248,909	5.0	248,909
SENIOR COMPUTER OPERATOR	00124A	2.0	99,122	2.0	102,644
SENIOR EMPLOYMENT AND TRAINING	00318A	0.6	29,724	0.6	29,724
EMPLOYMENT AND TRAINING ASSISTANT	00320A	59.2	2,715,453	59.2	2,740,496
EMPLOYMENT & TRAINING INTERVIEWER &	00316A	2.5	111,613	2.5	112,322
EMPLOYMENT & TRAINING INTERVIEWER &	00320A	3.0	128,464	3.0	130,586
ASSISTANT BUSINESS MANAGEMENT OFFICER	00320A	11.3	475,365	11.3	491,013
INTERPRETER (SPANISH)	00319A	0.5	20,567	0.5	21,025
	00316A	4.0	158,792	4.0	160,934

Personnel

Department Of Labor And Training Income Support

	Grade	FY 2017		FY 2018	
		FTE	Cost	FTE	Cost
PRINCIPAL CLERK-TYPIST	00312A	1.0	37,083	1.0	37,083
SENIOR WORD PROCESSING TYPIST	00312A	3.0	109,199	3.0	109,761
CENTRAL MAIL ROOM CLERK	00311G	1.2	42,099	1.2	42,466
Subtotal		223.2	\$12,427,402	221.2	\$12,346,755
Unclassified					
DIRECTOR, DEPARTMENT OF LABOR AND	00948KF	0.5	67,500	0.5	67,500
LEGAL COUNSEL (BOARD OF REVIEW)	00889F	0.5	54,892	-	-
EXECUTIVE COUNSEL	00839A	0.2	21,653	0.2	21,653
MEMBER, BOARD OF REVIEW (ES)	00835A	2.0	204,823	2.0	204,823
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	3.6	351,310	3.6	351,310
CHAIRPERSON MEMBER OF BOARD OF REVIEW	00837A	1.0	93,575	1.0	93,575
SPECIAL ASSISTANT	00829A	0.6	41,952	0.6	41,952
CONFIDENTIAL SECRETARY	00818A	1.0	53,753	1.0	53,753
Subtotal		9.4	\$889,458	8.9	\$834,566
Cost Allocation from Other Programs		-	1,152,031	-	1,118,350
Cost Allocation to Other Programs		-	(3,649,994)	-	(2,090,569)
Overtime		-	260,000	-	260,000
Turnover		-	(284,796)	-	(1,044,419)
Subtotal		-	(\$2,522,759)	-	(\$1,756,638)
Total Salaries		232.6	\$10,794,101	230.1	\$11,424,683
Benefits					
Payroll Accrual			61,260		65,827
FICA			809,394		872,032
Retiree Health			632,789		682,861
Health Benefits			2,500,987		2,759,508
Retirement			2,770,045		2,944,223
Subtotal			\$6,774,475		\$7,324,451
Total Salaries and Benefits		232.6	\$17,568,576	230.1	\$18,749,134
Cost Per FTE Position (Excluding Temporary and Seasonal)			\$75,531		\$81,483
Statewide Benefit Assessment			\$503,342		\$542,097
Payroll Costs		232.6	\$18,071,918	230.1	\$19,291,231

Personnel

Department Of Labor And Training Income Support

	Grade	FY 2017		FY 2018	
		FTE	Cost	FTE	Cost
Purchased Services					
Information Technology			5,134,770		1,942,782
Clerical and Temporary Services			64,381		64,522
Management & Consultant Services			4,921		4,969
Legal Services			255,103		180,104
Other Contracts			120,003		120,500
Buildings and Ground Maintenance			14,129		14,270
Medical Services			28,415		28,697
Subtotal			\$5,621,722		\$2,355,844
Total Personnel		232.6	\$23,693,641	230.1	\$21,647,076
Distribution By Source Of Funds					
General Revenue		1.0	\$100,533	1.0	\$100,911
Federal Funds		157.6	\$14,176,175	155.1	\$12,177,321
Restricted Receipts		-	\$2,191,034	-	\$2,050,000
Other Funds		74.0	\$7,225,899	74.0	\$7,318,844
Total All Funds		232.6	\$23,693,641	230.1	\$21,647,076

The Program

Department Of Labor And Training Injured Workers Services

Program Mission

To maintain a Workers' Compensation system that is fair to both employees and employers, that emphasizes and rewards safety in the workplace, that is cost-competitive with insurance coverage for employers available at a low cost, and that is free from fraud and ensures that all employers subject to the Act carry the proper insurance coverage.

Program Description

The Division of Workers' Compensation (WC) monitors procedures and payments made by insurance carriers to employees unable to work due to job related injury and collects and disseminates statistical data to the Governor's Workers' Compensation Advisory Council to monitor the system. The Division is comprised of the Workers' Compensation (administrative) unit, the Dr. John E. Donley Rehabilitation Center, and the Fraud Prevention and Compliance unit. The work of the division includes: vocational and physical rehabilitation assistance, as well as educational seminars, which are available to employers, employees, insurers, attorneys, and medical professionals. The Unit also responds to compliance and fraud issues.

The Workers' Compensation Administrative unit monitors all claim filings to ensure proper payment by insurance carriers and maintains all corresponding records and statistical data. It operates a self-insurance program for larger employers who meet certain financial and loss experience criteria. The division collects a mandated assessment from insurers and self-insured employers that funds the Division of Workers' Compensation and the Workers' Compensation Court. It also provides limited reimbursement to eligible insurers and claimants.

The Education unit provides training services throughout Rhode Island for employers and employees for workplace safety and workers' compensation. These services include: assisting employers in developing loss prevention programs and workplace safety committees, maintaining and disseminating a safety video lending library for employers, conducting workers' compensation filing procedure classes and providing information regarding the Workers' Compensation Act. The unit also has an outreach program to educate RI high school students on workplace safety and employee rights. These services are funded through the Administrative Fund assessment and are offered at no charge.

The Rehabilitation Unit provides broad-based rehabilitation programs for injured workers within the Workers' Compensation System. Services include providing the assessment, evaluation and provision of treatment programs for injured workers. The Donley Center provides a recovery program and vocational framework that enables the individual to be sufficiently prepared to seek and sustain employment. Through physical and vocational training, it assists clients to overcome the physical and vocational obstacles that may impede their ability to return to work and to stay employed.

The Fraud Prevention and Compliance unit's mission is to detect, prevent, and refer for criminal prosecution any suspected fraudulent activity related to Workers' Compensation, as well as to ensure employer and insurer compliance with the requirements of the Workers' Compensation Act.

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

	2015 Audited	2016 Audited	2017 Enacted	2017 Revised	2018 Recommend
Expenditures By Subprogram					
Workers' Comp Compliance	4,047,340	3,741,734	4,298,773	4,407,097	4,486,460
Education & Rehabilitation	4,081,167	3,878,810	4,253,585	4,173,300	4,214,974
Total Expenditures	\$8,128,507	\$7,620,544	\$8,552,358	\$8,580,397	\$8,701,434
Expenditures By Object					
Personnel	5,976,160	5,719,498	6,549,590	6,873,056	6,977,017
Operating Supplies and Expenses	370,499	560,936	372,011	428,838	433,129
Assistance and Grants	1,654,898	1,264,427	1,630,463	1,277,053	1,289,824
Subtotal: Operating Expenditures	8,001,557	7,544,861	8,552,064	8,578,947	8,699,970
Capital Purchases and Equipment	126,950	75,683	294	1,450	1,464
Total Expenditures	\$8,128,507	\$7,620,544	\$8,552,358	\$8,580,397	\$8,701,434
Expenditures By Funds					
Restricted Receipts	8,128,507	7,620,544	8,552,358	8,580,397	8,701,434
Total Expenditures	\$8,128,507	\$7,620,544	\$8,552,358	\$8,580,397	\$8,701,434

Personnel

Department Of Labor And Training Injured Workers Services

	Grade	FY 2017		FY 2018	
		FTE	Cost	FTE	Cost
Classified					
DEPUTY DIRECTOR (DLT)	00144A	0.1	14,172	0.1	14,172
CHIEF ADMINISTRATOR DIVISION OF REHAB AND	00140A	0.8	96,106	0.8	96,106
CHIEF INVESTIGATOR WORKERS COMPENSATION	0AB38A	1.0	111,566	1.0	111,566
ASSISTANT DIRECTOR FOR ADMINISTRATIVE	00143A	0.1	11,154	0.1	11,677
ASSISTANT ADMINISTRATOR REHABILITATION	00137A	1.0	103,441	1.0	103,441
ADMINISTRATOR, FINANCIAL MANAGEMENT	00137A	0.2	19,517	0.2	19,517
CHIEF DATA OPERATIONS	00333A	2.0	181,449	2.0	181,449
SUPERVISING DLT BUSINESS OFFICER	00132A	0.1	8,586	0.1	8,586
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	00137A	0.1	8,374	0.1	8,374
WORKERS' COMPENSATION PATIENT CARE	00520A	3.0	250,702	3.0	250,702
COORDINATOR OF EMPLOYMENT AND TRAINING	00131A	0.2	16,642	0.2	16,642
INVESTIGATOR WORKERS COMPENSATION FRAUD	0AB30A	5.0	379,337	5.0	380,829
BUSINESS MANAGEMENT OFFICER	00B26A	0.1	7,540	0.1	7,598
ASSISTANT ADMINISTRATOR OF VOCATIONAL	00132A	1.0	72,473	1.0	72,473
ASSISTANT COORDINATOR OF EMPLOYMENT AND	00129A	0.2	14,426	0.2	14,426
CHIEF IMPLEMENTATION AIDE	00128A	0.2	14,258	0.2	14,258
SUPERVISOR OF OFFICE SERVICES (DLT)	00131A	0.1	6,975	0.1	6,975
UNIT CLAIMS MANAGER	00326A	1.0	69,259	1.0	69,259
EDUCATION UNIT REPRESENTATIVE	00326A	2.0	128,322	2.0	130,520
ASSISTANT ADMINISTRATOR DIVISION OF LABOR	00332A	0.5	31,701	0.5	32,812
SENIOR DLT BUSINESS OFFICER	00324A	0.1	6,325	0.1	6,390
PRINCIPAL DLT BUSINESS OFFICER	00127A	0.1	6,206	0.1	6,254
SUPERVISOR OF VOCATIONAL REHABILITATION	00329A	1.0	60,188	1.0	63,025
IMPLEMENTATION AIDE	00322A	1.0	58,495	1.0	58,495
CHIEF OF INFORMATION AND PUBLIC RELATIONS	00129A	0.1	5,704	0.1	5,908
COMPENSATION CLAIMS ANALYST	00322A	3.0	167,890	3.0	168,154
ADMINISTRATIVE OFFICER	00324A	0.5	27,731	0.5	27,731
LABOR STANDARDS EXAMINER	00322A	2.0	110,681	2.0	111,649
IMPLEMENTATION AIDE	0AB22A	1.0	54,994	1.0	54,994
MEDICAL RECORDS TECHNICIAN	00320A	1.0	53,164	1.0	54,896
DLT BUSINESS OFFICER	00321A	0.2	10,180	0.2	10,291
PHYSICAL THERAPY ASSISTANT	00320A	5.0	251,016	5.0	251,016
ASSISTANT ADMINISTRATIVE OFFICER	00321A	1.0	49,589	1.0	49,589
SENIOR COMPUTER OPERATOR	00318A	0.1	4,954	0.1	4,954
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT	00320A	2.0	89,469	2.0	90,969
EMPLOYMENT AND TRAINING ASSISTANT	00316A	1.1	47,561	1.1	47,561
MEDICAL ASSISTANT	00320A	1.0	41,826	1.0	42,849
ASSISTANT BUSINESS MANAGEMENT OFFICER	00319A	0.1	4,113	0.1	4,205
INTERPRETER (SPANISH)	00316A	1.0	40,054	1.0	40,620
SENIOR WORD PROCESSING TYPIST	00312A	3.0	111,074	3.0	111,639
INFORMATION AIDE	0AB15A	1.0	36,470	1.0	37,270
CENTRAL MAIL ROOM CLERK	00311G	0.2	7,016	0.2	7,078
Subtotal		44.2	\$2,790,700	44.2	\$2,806,919
Unclassified					
DIRECTOR, DEPARTMENT OF LABOR AND	00948KF	0.1	13,500	0.1	13,500

Personnel

Department Of Labor And Training Injured Workers Services

	Grade	FY 2017		FY 2018	
		FTE	Cost	FTE	Cost
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	0.1	9,606	0.1	9,606
SPECIAL ASSISTANT	00829A	0.1	6,992	0.1	6,992
Subtotal		0.3	\$30,098	0.3	\$30,098
Turnover		-	(21,708)	-	-
Subtotal		-	(\$21,708)	-	-
Total Salaries		44.5	\$2,799,090	44.5	\$2,837,017
Benefits					
Payroll Accrual			16,414		16,704
Holiday			2,703		2,703
FICA			212,440		215,341
Retiree Health			222,104		224,649
Health Benefits			612,363		651,649
Retirement			721,747		721,792
Subtotal			\$1,787,771		\$1,832,838
Total Salaries and Benefits		44.5	\$4,586,861	44.5	\$4,669,855
Cost Per FTE Position (Excluding Temporary and Seasonal)			\$103,076		\$104,941
Statewide Benefit Assessment			\$132,953		\$134,757
Payroll Costs		44.5	\$4,719,814	44.5	\$4,804,612
Purchased Services					
Information Technology			307,212		310,285
Clerical and Temporary Services			5,318		5,550
Other Contracts			55,753		56,311
Training and Educational Services			108,851		109,940
Medical Services			1,676,108		1,690,319
Subtotal			\$2,153,242		\$2,172,405
Total Personnel		44.5	\$6,873,056	44.5	\$6,977,017
Distribution By Source Of Funds					
Restricted Receipts		44.5	\$6,873,056	44.5	\$6,977,017
Total All Funds		44.5	\$6,873,056	44.5	\$6,977,017

The Program

Department Of Labor And Training Labor Relations Board

Program Mission

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.

Program Description

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 its 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.

Statutory History

The statutory basis for the RI State 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

	2015 Audited	2016 Audited	2017 Enacted	2017 Revised	2018 Recommend
Expenditures By Subprogram					
Operations	381,678	439,709	402,491	404,549	397,335
Total Expenditures	\$381,678	\$439,709	\$402,491	\$404,549	\$397,335
Expenditures By Object					
Personnel	367,139	421,107	387,665	391,502	386,899
Operating Supplies and Expenses	14,337	13,674	14,619	10,847	9,215
Assistance and Grants	27	21	28	21	21
Subtotal: Operating Expenditures	381,503	434,802	402,312	402,370	396,135
Capital Purchases and Equipment	175	4,907	179	2,179	1,200
Total Expenditures	\$381,678	\$439,709	\$402,491	\$404,549	\$397,335
Expenditures By Funds					
General Revenue	381,678	439,709	402,491	404,549	397,335
Total Expenditures	\$381,678	\$439,709	\$402,491	\$404,549	\$397,335

Personnel

Department Of Labor And Training Labor Relations Board

	Grade	FY 2017		FY 2018	
		FTE	Cost	FTE	Cost
Classified					
LABOR BOARD CASE AGENT	00128A	1.0	74,492	1.0	74,492
Subtotal		1.0	\$74,492	1.0	\$74,492
Unclassified					
ADMINISTRATOR LABOR RELATIONS BOARD	00833A	1.0	96,440	1.0	96,440
CHAIRPERSON, LABOR RELATIONS BOARD	00953F	-	14,659	-	14,659
LABOR RELATIONS BOARD MEMBER	00952F	-	67,655	-	67,655
Subtotal		1.0	\$178,754	1.0	\$178,754
Total Salaries		2.0	\$253,246	2.0	\$253,246
Benefits					
Payroll Accrual			1,353		1,351
FICA			19,373		19,373
Retiree Health			10,204		10,222
Health Benefits			24,716		25,646
Retirement			43,314		42,733
Subtotal			\$98,960		\$99,325
Total Salaries and Benefits		2.0	\$352,206	2.0	\$352,571
Cost Per FTE Position (Excluding Temporary and Seasonal)			\$176,103		\$176,286
Statewide Benefit Assessment			\$11,380		\$10,637
Payroll Costs		2.0	\$363,586	2.0	\$363,208
Purchased Services					
Information Technology			88		89
Clerical and Temporary Services			3,733		2,270
Legal Services			23,387		20,618
Other Contracts			708		714
Subtotal			\$27,916		\$23,691
Total Personnel		2.0	\$391,502	2.0	\$386,899
Distribution By Source Of Funds					
General Revenue		2.0	\$391,502	2.0	\$386,899
Total All Funds		2.0	\$391,502	2.0	\$386,899