

DEPARTMENT OF LABOR
OVERVIEW

The Department of Labor is charged with three major responsibilities: providing income maintenance to the disabled and the unemployed; training and re-training the State's workforce; and ensuring safety in the workplace. Most of the Department's programs are fully supported with federal or dedicated funds.

Labor's fiscal 1999 Budget reflects the consolidation of Wage Reporting functions for Unemployment Insurance, Temporary Disability Insurance, Workers' Compensation, and Special Compensation, into the Department of Treasury's Division of Revenue. This effort will streamline business' reporting requirements by creating a central collection point for all tax collections, including corporate business taxes.

This Budget also includes the consolidation of Labor's workplace safety inspection functions for Boiler and Pressure Vessels, Carnival Amusement Ride Safety, Ski Lifts, Asbestos, and Liquefied Petroleum Gas, into the Department of Community Affairs. This will eliminate duplicate inspections and increase the number of inspections by cross-training existing inspection staff.

In fiscal 1999, the recommended Budget is approximately \$384 million, including \$333.5 million (87%) from federal grants, \$43 million (11%) from dedicated or trust funds, and \$7.9 million (two percent, excluding PERC) from State appropriations.

The State appropriation of \$7.9 million will primarily provide services in the Workplace Standards program in fiscal 1999. The Division of Workplace Standards, which receives \$4.6 million of the State appropriation, also uses fees and penalties to support enforcement activities. The Budget also includes a funding increase of \$412,000 to expand Vocational Rehabilitation services for an additional 43 clients and provide cost of living increases for the Sheltered Workshop employees.

Federal funds are the primary source of revenue for the Department of Labor. The Department is principally responsible for providing income maintenance services through the Unemployment Compensation program (\$93.6 million) and job training through the Job Training Partnership Act (nearly \$108 million). An additional \$123 million is provided for Vocational Rehabilitation Services (\$45 million), Employment Services (\$38 million), and Disability Determinations (\$40 million).

The Trust Fund appropriation of \$43 million includes \$24 million for State and Private Plan Disability, \$11 million for Workers Compensation, \$6.5 million for the Workforce Development Partnership Program, and \$1.6 million for Special Compensation. The Workers Compensation program oversees benefits paid to individuals who are hurt on the job. The Special Compensation Fund provides benefits to totally and permanently disabled individuals (while encouraging the employment of the handicapped).

The Workforce Development Partnership program, which was made permanent in January, 1996, provides over \$60 million per year in job training grants. The program is supported through employer and employee contributions and serves as a model program for other states. Workforce grants are awarded to individuals seeking to enhance existing job skills, as well as to private companies under the customized training component of the program. Customized training grants make companies more competitive and productive, and are a key incentive for attracting new businesses to New Jersey.

The Public Employment Relations Commission (PERC) is an independent agency within the Department of Labor. PERC resolves disputes that result from collective bargaining negotiations involving public employees. PERC, along with the PERC Appeal Board, has a combined budget of \$2.6 million.

SUMMARY OF APPROPRIATIONS BY PROGRAM
(thousands of dollars)

Year Ending June 30, 1997					Year Ending June 30, 1999		
Orig. & (S)Supplemental	Reapp. & (R)Recepts.	Transfers & (E)Emergencies	Total Available	Expended	1998 Adjusted Approp.	Requested	Recommended
Economic Planning and Development							
455	—	-5	450	449	258	207	207
568	35	—	603	596			
					373	306	306
<u>1,023</u>	<u>35</u>	<u>-5</u>	<u>1,053</u>	<u>1,045</u>	<u>631</u>	<u>513</u>	<u>513</u>
Economic Regulation							
4,818	1,434	-30	6,222	5,932	4,831	4,600	4,600
<u>4,818</u>	<u>1,434</u>	<u>-30</u>	<u>6,222</u>	<u>5,932</u>	<u>4,831</u>	<u>4,600</u>	<u>4,600</u>
Economic Assistance and Security							
—	600	—	600	—	—	—	—
19,769	4,243	—	24,012	22,800	20,049	20,049	20,049
3,443	855	—	4,298	3,837	3,557	3,557	3,557
11,029	8,113	—	19,142	15,973	11,174	11,174	11,174
1,540	993	—	2,533	1,844	1,558	1,558	1,558
<u>35,781</u>	<u>14,804</u>	<u>—</u>	<u>50,585</u>	<u>44,454</u>	<u>36,338</u>	<u>36,338</u>	<u>36,338</u>

LABOR

Year Ending June 30, 1997						Year Ending June 30, 1999		
Orig. & (S)Supple- mental	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended		1998 Adjusted Approp.	Requested	Recom- mended
2,447	—	—	2,447	2,447	Manpower and Employment Services			
6,451	1,511	795	8,757	8,660	Vocational Rehabilitation Services	2,351	2,351	2,351
2,500	99	9	2,608	2,479	Employment Services	6,563	6,563	6,563
481	—	—	481	481	Public Sector Labor Relations	2,696	2,696	2,696
					Private Sector Labor Relations	473	473	473
<i>11,879</i>	<i>1,610</i>	<i>804</i>	<i>14,293</i>	<i>14,067</i>	<i>Subtotal</i>	<i>12,083</i>	<i>12,083</i>	<i>12,083</i>
53,501	17,883	769	72,153	65,498	Total Appropriation	53,883	53,534	53,534

50. ECONOMIC PLANNING, DEVELOPMENT AND SECURITY

51. ECONOMIC PLANNING AND DEVELOPMENT

OBJECTIVES

1. To compile, analyze and disseminate labor market and economic data for distribution, to facilitate decision-making in the private and public sectors and to provide statistical services to aid departmental managers in planning, operating and evaluating programs under their jurisdiction.
2. To provide centralized support services for the Department.
3. To develop policy, evaluate performance and implement and coordinate programs of the Department.

PROGRAM CLASSIFICATIONS

18. **Planning and Analysis.** Charged with coordinating Departmental planning, evaluating programs, assisting in the formulation of policy and compiling, analyzing and disseminating operational, labor market and demographic data.

99. **Management and Administrative Services**—The Office of the Commissioner provides upper level management, strategic planning, and formulates the policies and priorities of the Department.

The Office of Internal Audit is charged with the responsibilities of safeguarding assets, preventing and/or detecting fraud and abuse and assuring that the Department is conforming to established laws, rules, regulations and procedures.

The Division of Administrative Services provides the departmental programs with the following services: personnel; affirmative action and equal employment opportunity; training; program analysis and development; and central support, such as word processing, printing, supplies and mail distribution, purchasing and equipment and building management.

Provides for all accounting and budgeting functions for the Department, including evaluation of operating programs from a financial management viewpoint.

EVALUATION DATA

	Actual FY 1996	Actual FY 1997	Revised FY 1998	Budget Estimate FY 1999
PERSONNEL DATA				
Affirmative Action Data				
Male Minority	311	306	305	300
Male Minority %	8.0	8.0	8.0	8.1
Female Minority	975	988	979	973
Female Minority %	25.0	25.7	25.3	25.1
Total Minority	1,286	1,294	1,284	1,273
Total Minority %	32.9	33.7	33.1	33.0
Position Data				
Filled Positions by Funding Source				
State Supported	39	38	39	40
Federal	439	424	419	470
Total Positions	478	462	458	510
Filled Positions by Program Class				
Planning and Analysis	131	126	126	138
Management and Administrative Services	347	336	332	372
Total Positions	478	462	458	510

Notes: Actual fiscal years 1996 and 1997 and Revised fiscal year 1998 position data reflect actual payroll counts. The Budget Estimate for fiscal year 1999 reflects the number of positions funded.

APPROPRIATIONS DATA

(thousands of dollars)

Year Ending June 30, 1997					Year Ending June 30, 1999				
Orig. & (S)Supple- mental	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended	Prog. Class.	1998 Adjusted Approp.	Requested	Recom- mended	
Distribution by Program									
455	—	-5	450	449	18	258	207	207	
568	35	—	603	596					
1,023	35	-5	1,053	1,045	99	373	306	306	
						Total Appropriation	631^(a)	513	513
Distribution by Object									
Personal Services:									
709	—	—	709	703		449	331	331	
—	—	—	—	6		—	—	—	
709	—	—	709	709		449	331	331	
						Total Personal Services	449	331	331

LABOR

Year Ending June 30, 1997					Year Ending June 30, 1999				
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended	Prog. Class.	1998 Adjusted Approp.	Requested	Recommended	
22	—	-2	20	20		12	12	12	
191	—	8	199	198		77	77	77	
35	—	-11	24	18		28	28	28	
—	35 ^R	—	35	35		—	—	—	
62	—	—	62	62	99	—	—	—	
62	35	—	97	97	99	62	62	62	
4	—	—	4	3		3	3	3	
OTHER RELATED APPROPRIATIONS									
Federal Funds									
6,132									
408 ^S	1,751	663	8,954	5,824	18	6,921	7,441	7,441	
6,540	1,751	663	8,954	5,824		6,921	7,441	7,441	
All Other Funds									
—	1,024	—	4,772	3,749	99	—	—	—	
—	3,748 ^R	—	4,772	3,749		—	—	—	
—	4,772	—	4,772	3,749		—	—	—	
7,563	6,558	658	14,779	10,618		7,552	7,954	7,954	

Notes: (a) The fiscal year 1998 appropriation has been adjusted for the allocation of salary program and has been reduced to reflect the transfer of funds to the Salary Increases and Other Benefits account.

LANGUAGE RECOMMENDATIONS

Such sums as may be necessary to collect the contributions to the Health Care Subsidy Fund, pursuant to section 29 of the "Health Care Reform Act of 1992," P.L. 1992, c.160(C.43:21-7b), are appropriated from the Health Care Subsidy Fund, subject to the approval of the Director of the Division of Budget and Accounting.

The amount hereinabove for the Planning and Research program classification is appropriated from the Unemployment Compensation Auxiliary Fund.

The amount necessary to provide administrative costs incurred by the Department of Labor to meet the statutory requirements of the "New Jersey Urban Enterprise Zones Act," P.L. 1983, c.303 (C.52:27H-60 et seq.) is appropriated from the Enterprise Zone Assistance Fund, subject to the approval of the Director of the Division of Budget and Accounting.

In addition to the amounts appropriated hereinabove for Management and Administration, there are appropriated from the New Jersey Redevelopment Investment Fund and the Economic Development Fund an amount of \$142,000 to provide for administrative costs incurred by the Department of Labor for activities related to the New Jersey Redevelopment Authority and the New Jersey Economic Development Authority programs, as determined by the Director of the Division of Budget and Accounting.

50. ECONOMIC PLANNING, DEVELOPMENT AND SECURITY 52. ECONOMIC REGULATION

OBJECTIVES

- To prevent employment practices which are injurious to workers or which abrogate workers' rights and to assure equitable wages and working hours.
- To prevent injuries to persons and damage to property from explosives, hazardous materials and mining operations; and to prevent injuries and fatalities to the public from high voltage lines.
- To prevent injuries and illnesses to public employees.

- To provide on-site consultation service to employers on matters of safety and health of employees.

PROGRAM CLASSIFICATIONS

- Workplace Standards.** Enforces statutes and rules by inspections of premises, contents and working conditions. Covered are places of public employment (C39:6A-25 et seq); certain provisions of the Worker and Community Right to Know Act (C39:5A-18 et seq); mines, pits and quarries (C34:6-98.1 et seq); explosives (C21:1A-128 et seq); proximity to high voltage lines (C34:6-47.1 et seq); fireworks (C21:2-1 et seq and C21:3-1 et seq); service stations (C34A-1 et seq);

LABOR

Also covered are minimum wage and overtime (C34:11-56A et seq); wage payment (C34:11-4.1 et seq); child labor (C34:2-21.1 et seq); industrial homework (C34:6-120 et seq); lie detectors (C2A:170.90.1); wage collection (C34:11-57 et seq); prevailing wage (C34:11-56.25 et seq); crew leaders (C34:8A-7 et seq); drinking water and toilet facilities (C34:9A-37 et seq); and contract

labor camps subject to the Wagner Peyser Act.

Provides on-site occupational health and safety consultation services to employers by agreement with the Federal Occupational Safety and Health Administration.

EVALUATION DATA

	Actual FY 1996	Actual FY 1997	Revised FY 1998	Budget Estimate FY 1999
PROGRAM DATA				
Workplace Standards				
Mine, pit and quarry inspections	1,150	877	1,150	1,150
High voltage inspections	90	47	90	90
OSHA On-site Consultant Services				
Consultations	794	496	510	550
Hazards identified	3,851	2,470	2,500	3,000
Wage and Hour, Child Labor and Public Contracts				
Complaints received	8,066	8,152	8,712	9,147
Formal complaints filed	3,298	3,641	3,717	3,902
Employees receiving back wages	10,847	10,316	11,697	12,281
Net back wages paid to employees	\$4,709,207	\$4,671,143	\$5,179,469	\$5,438,442
Public Employees Safety				
Inspections	1,258	647	900	900
Hazards identified	6,272	2,250	3,000	3,000
Apparel Registration				
Registrations issued	1,118	1,124	1,180	1,239
Firms with violations	462	234	261	274

PERSONNEL DATA

Position Data

Filled Positions by Funding Source

State Supported	115	123	121	135
Federal	16	19	23	21
Total Positions	131	142	144	156

Filled Positions by Program Class

Workplace Standards	131	142	144	156
Total Positions	131	142	144	156

Notes: Actual fiscal years 1996 and 1997 and Revised fiscal year 1998 position data reflect actual payroll counts. The Budget Estimate for fiscal year 1999 reflects the number of positions funded.

All fiscal years reflect the consolidation of workplace safety functions into the Department of Community Affairs.

APPROPRIATIONS DATA

(thousands of dollars)

Year Ending June 30, 1997					Year Ending June 30, 1999			
Orig. & (S)Supple- mental	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended	Prog. Class.	1998 Adjusted Approp.	Requested	Recom- mended
4,818	1,434	-30	6,222	5,932	Distribution by Program			
<u>4,818</u>	<u>1,434</u>	<u>-30</u>	<u>6,222</u>	<u>5,932</u>	12	4,831	4,600	4,600
						4,831 ^(a)	4,600	4,600
					Distribution by Object			
					Personal Services:			
4,199	1,434 ^R	-265	5,368	5,368		4,555	4,324	4,324
<u>4,199</u>	<u>1,434</u>	<u>-265</u>	<u>5,368</u>	<u>5,368</u>		4,555	4,324	4,324
73	—	-30	43	43		20	20	20
359	—	—	359	359		111	111	111
<u>104</u>	<u>—</u>	<u>—</u>	<u>104</u>	<u>104</u>		80	80	80

LABOR

Year Ending June 30, 1997						Year Ending June 30, 1999			
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended	Prog. Class.	1998 Adjusted Approp.	Requested	Recommended	
35	—	—	35	10	Special Purpose: Worker and Community Right to Know Act	12	35	35	35
35	—	—	35	10	Total Special Purpose		35	35	35
48	—	265	313	48	Additions, Improvements and Equipment		30	30	30

OTHER RELATED APPROPRIATIONS

Federal Funds									
1,488	468	—	1,956	1,400	Workplace Standards	12	1,488	1,632	1,632
1,488	468	—	1,956	1,400	Total Federal Funds		1,488	1,632	1,632
All Other Funds									
—	1	—	1	—	Workplace Standards	12	1,000	1,000	1,000
—	1	—	1	—	Total All Other Funds		1,000	1,000	1,000
6,306	1,903	-30	8,179	7,332	GRAND TOTAL		7,319	7,232	7,232

Notes: All fiscal years have been adjusted to reflect the consolidation of workplace safety inspection functions into the Department of Community Affairs.

(a) The fiscal year 1998 appropriation has been adjusted for the allocation of salary program and has been reduced to reflect the transfer of funds to the Salary Increases and Other Benefits account.

LANGUAGE RECOMMENDATIONS

Receipts in excess of the amount anticipated for the Workplace Standards program are appropriated, subject to the approval of the Director of the Division of Budget and Accounting.

Notwithstanding the provisions of the Unemployment Compensation Law (R.S.43:21-1 et seq.) such amounts as may be necessary to implement technology improvements in the Workplace Standards program are appropriated from the Unemployment Compensation Auxiliary Fund, subject to the approval of the Director of the Division of Budget and Accounting.

Notwithstanding the provisions of the "Worker and Community Right to Know Act," P.L. 1983, c.315 (C.34:5A-1 et seq.), the amount hereinabove for the Worker and Community Right to Know Act account is payable out of the "Worker and Community Right to Know Trust Fund". If receipts to that fund are less than anticipated, the appropriation shall be reduced proportionately. In addition to the amounts hereinabove, there are appropriated out of the Worker and Community Right to Know Trust Fund such additional sums, not to exceed \$8,400, to administer the Right to Know program, subject to the approval of the Director of the Division of Budget and Accounting.

There are appropriated out of the Wage and Hour Trust Fund and the Prevailing Wage Act Trust Fund such sums as may be necessary for payments.

50. ECONOMIC PLANNING, DEVELOPMENT AND SECURITY

53. ECONOMIC ASSISTANCE AND SECURITY

OBJECTIVES

- To accumulate adequate reserves for the payment of benefits to temporarily and involuntarily unemployed and disabled individuals.
- To provide prompt, efficient payment of benefits to eligible individuals.
- To insure the integrity of Trust Funds by utilizing modern fraud control techniques in cooperation with other state and federal agencies.
- To act as agent for the federal government in payment of unemployment insurance to federal employees and recently discharged veterans.

- To provide prompt and efficient economic assistance to workers disabled by non-occupational sickness or accident.
- To assure prompt, equitable adjudication of claims by employees for job-related illnesses and injuries and to expedite the return of employees to useful employment.
- To make prompt and efficient determinations of disability claims under Title II and Title XVI of the Social Security Act.

PROGRAM CLASSIFICATIONS

- Unemployment Insurance.** C43:21 et seq. establishes the State-administered, federally-funded programs of unemployment insurance covering virtually all non-agricultural units employing one or more persons. Claims are filed, monetary and eligibility determinations made and benefits paid through communication terminals in 35 offices located in population centers throughout the State.

All unemployment benefit claims are based upon wage information collected by the Department of Labor. In addition, automated cross matches are performed to identify fraudulent collection of unemployment and public assistance benefits.

- 02. **Disability Determination.** The Federal Government fully funds the Division of Disability Determinations from the Social Security Act for the purpose of adjudicating long term disability claims. Activities include medical, legal and qualitative review of claims.
- 03. **State Disability Insurance Plan.** The State's Temporary Disability program was established in 1948, at a time when private insurance of this type was not widely available. It provides direct, temporary cash benefits to nearly all workers covered under the Unemployment Compensation Law to insure against loss of earnings due to non-occupational sickness or accident.
- 04. **Private Disability Insurance Plan.** Employers may, with the approval of the Director of Unemployment and Temporary Disability Insurance, select coverage under a Private Plan; otherwise coverage must be under the State Plan. Activities are comparable to those under the State Plan program, including oversight of the initiation and modification of plans. Benefit costs of this activity are charged to the State Disability Benefits Fund. Administrative costs are charged partly to the State Plan

administrative fund and assessed proportionately against the private plans.

- 05. **Workers' Compensation.** Workers' Compensation benefits are provided through three procedures; voluntary direct settlements, informal hearings and formal hearings. Voluntary payments made by insurance carriers and self insurers are reviewed as to adequacy of payments. If potentially inadequate, an informal hearing is scheduled. If an equitable settlement cannot be made at the informal hearing, a formal claim may be filed. Formal claims are heard by judges sitting in 17 different locations statewide. As the result of legislation enacted during 1990, funding for the Workers' Compensation program is derived from the Second Injury Fund created by the Workers' Compensation Law (C34:15-1 et seq.) through an assessment against carriers of workers' compensation insurance and self insurers.
- 06. **Special Compensation.** This fund, paid for entirely by self-insurers and insurance companies, provides benefits to totally and permanently disabled workers with prior disabilities to encourage employment of the handicapped. Special Compensation also determines special adjustment benefits payable to qualified persons under C34:15-95.4. The purpose of this legislation is to increase benefits to pre-1980 victims of occupational injuries.

EVALUATION DATA

	Actual FY 1996	Actual FY 1997	Revised FY 1998	Budget Estimate FY 1999
PROGRAM DATA				
Unemployment Insurance				
Covered workers	3,467,500	3,502,300	3,547,800	3,543,800
Net benefits paid (millions)	\$1,329	\$1,152	\$1,064	\$1,191
Average insured unemployed rate	3.3%	3.0%	2.6%	2.7%
Initial claims	619,700	540,120	480,500	487,600
Average weekly benefit payment	\$251	\$248	\$257	\$265
Disability Determination				
Total claims adjudicated	86,973	86,900	87,770	92,500
Social Security Disability payments (millions)	\$962	\$1,240	\$1,320	\$1,400
Average cost per case	\$426	\$444	\$454	\$460
State Disability Insurance Plan				
Covered workers	2,517,000	2,576,600	2,591,400	2,581,200
Claims filed	163,652	162,799	165,000	165,000
Benefits paid (millions)	\$303	\$310	\$319	\$319
Cost per claim processed	\$104	\$90	\$90	\$90
Average weekly benefit payment	\$262	\$265	\$275	\$285
Private Disability Insurance Plan				
Covered workers	661,641	644,900	651,200	648,800
Plans in force	3,900	4,268	4,300	4,300
Claims received	18,000	18,137	19,000	19,000
Benefits paid (millions)	\$27	\$20	\$22	\$23
Cost per claim processed	\$95	\$88	\$88	\$88
Workers' Compensation				
First reports of accident received	202,007	123,559	125,000	125,000
Cases pending July 1	114,996	112,101	109,327	104,721
Cases filed, reopened, reassigned	52,300	47,492	49,394	49,500
Cases closed	55,195	50,266	54,000	51,000
Cases pending June 30	112,101	109,327	104,721	103,221
Special Compensation				
Balance July 1	2,065	2,085	2,171	2,259
Verified petitions assigned	1,343	1,509	1,522	1,294

LABOR

	Actual FY 1996	Actual FY 1997	Revised FY 1998	Budget Estimate FY 1999
Advisory reports recovered	1,323	1,423	1,434	1,415
Balance June 30	2,085	2,171	2,259	2,138
Beneficiaries	4,568	5,029	5,121	5,196

PERSONNEL DATA

Position Data

Filled Positions by Funding Source

State Supported	385	381	367	427
Federal	1,700	1,616	1,635	1,802
All Other	5	7	7	7
Total Positions	2,090	2,004	2,009	2,236

Filled Positions by Program Class

Unemployment Insurance	1,336	1,274	1,297	1,387
Disability Determinations	364	342	338	415
State Disability Insurance Plan	148	142	134	174
Private Disability Insurance Plan	76	75	69	84
Workers' Compensation	148	152	151	156
Special Compensation Fund	18	19	20	20
Total Positions	2,090	2,004	2,009	2,236

Notes: Actual fiscal years 1996 and 1997 and Revised fiscal year 1998 position data reflect actual payroll counts. The Budget Estimate for fiscal year 1999 reflects the number of positions funded.

Position data for all fiscal years have been adjusted to reflect the consolidation of the revenue collection functions for the Unemployment Insurance and the State Disability Insurance programs into the Department of Treasury.

APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 1997					Year Ending June 30, 1999				
Orig. & (S)Supple- mental	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended	Prog. Class.	1998 Adjusted Approp.	Requested	Recom- mended	
Distribution by Program									
—	600	—	600	—	01	—	—	—	
19,769	4,243	—	24,012	22,800	03	20,049	20,049	20,049	
3,443	855	—	4,298	3,837	04	3,557	3,557	3,557	
11,029	8,113	—	19,142	15,973	05	11,174	11,174	11,174	
<u>1,540</u>	<u>993</u>	<u>—</u>	<u>2,533</u>	<u>1,844</u>	06	<u>1,558</u>	<u>1,558</u>	<u>1,558</u>	
35,781	14,804	—	50,585	44,454		36,338	36,338	36,338	
Distribution by Object									
Personal Services:									
23,174	13,230 ^R	-9,323	27,081	21,465		23,823	23,823	23,823	
—	—	—	—	<u>5,472</u>		—	—	—	
<u>23,174</u>	<u>13,230</u>	<u>-9,323</u>	<u>27,081</u>	<u>26,937</u>		<u>23,823</u>	<u>23,823</u>	<u>23,823</u>	
376	—	16	392	318		374	374	374	
4,071	—	881	4,952	4,507		4,055	4,055	4,055	
2,000	—	1,242	3,242	3,203		1,995	1,995	1,995	
Special Purpose:									
—	600	—	600	—	01	—	—	—	
—	—	1,625	1,625	1,581	03	—	—	—	
5,176	—	1,300	6,476	6,178	03	5,176	5,176	5,176	
—	—	475	475	311	04	—	—	—	

Year Ending June 30, 1997					Year Ending June 30, 1999				
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended	Prog. Class.	1998 Adjusted Approp.	Requested	Recommended	
—	—	1,025	1,025	1,009	05	—	—	—	
60	—	59	119	99	06	60	60	60	
5,236	600	4,484	10,320	9,178		5,236	5,236	5,236	
924	974	2,700	4,598	311		855	855	855	

OTHER RELATED APPROPRIATIONS

					Federal Funds				
88,392	19,580	—	107,972	83,334	01	92,280	93,562	93,562	
39,775	9,180	—	48,955	35,257	02	37,814	40,050	40,050	
128,167	28,760	—	156,927	118,591		130,094	133,612	133,612	
					All Other Funds				
—	—	—	—	—	03	3,687	3,687	3,687	
—	—	—	—	—	04	1,067	1,067	1,067	
—	4	—	4	—	05	2,791	2,791	2,791	
—	135,560	—	—	—	06	94,146	94,146	94,146	
—	110,269 ^R	5,540	251,369	105,642		94,146	94,146	94,146	
—	245,833	5,540	251,373	105,642		101,691	101,691	101,691	
163,948	289,397	5,540	458,885	268,687		268,123	271,641	271,641	

Notes: All fiscal years have been adjusted to reflect the consolidation of the revenue collection functions for the State Disability Insurance Plan, Worker's Compensation, Special Compensation and the federal Unemployment Insurance programs into the Department of Treasury.

LANGUAGE RECOMMENDATIONS

Such sums as may be necessary to administer the Unemployment Insurance program are appropriated from the Unemployment Compensation Auxiliary Fund, subject to the approval of the Director of the Division of Budget and Accounting.

The amounts hereinabove for the State Disability Insurance Plan and Private Disability Insurance Plan are payable out of the State Disability Benefits Fund and, in addition to the amounts hereinabove, there are appropriated out of the State Disability Benefits Fund such additional sums as may be required to administer the Disability Insurance Program and to pay disability benefits, subject to the approval of the Director of the Division of Budget and Accounting.

Receipts in excess of the amount anticipated for the Workers' Compensation program are appropriated, subject to the approval of the Director of the Division of Budget and Accounting.

The amount hereinabove for Special Compensation is payable out of the Second Injury Fund and, notwithstanding the \$12,500 limitation set forth in R.S. 34:15-95, in addition to the amounts hereinabove, there are appropriated out of the Second Injury Fund such additional sums as may be required for costs of administration and beneficiary payments.

The State Treasurer is directed to transfer to the General Fund the sum of \$50,000 from the excess in the Second Injury Fund over the sum of \$1,250,000 accumulated as of June 30, 1998 pursuant to R.S.34:15-94.

There is appropriated out of the balance in the Second Injury Fund an amount not to exceed \$1,000,000 to be deposited to the credit of the Uninsured Employers Fund for the payment of benefits as determined in accordance with section 11 of P.L. 1966, c.126(c.34:15-120.2). Any amount so transferred shall be included in the next Uninsured Employers Fund surcharge imposed in accordance with section 10 of P.L. 1966,c.126(C.34:15-120.1) and such amount shall be returned to the Second Injury Fund without interest. Furthermore, any amount so transferred shall be included in "net assets" pursuant to R.S.34:15-94c.(4).

Amounts to administer the "Uninsured Employers Fund" are appropriated from the "Uninsured Employers Fund" subject to the approval of the Director of the Division of Budget and Accounting.

The Director of the Division of Budget and Accounting is hereby authorized to transfer such sums as are necessary between the Department of Labor and the Department of Treasury for the administration of revenue collection and processing functions related to the Unemployment Insurance, Temporary Disability Insurance, Workers Compensation, and Special Compensation programs.

LABOR

50. ECONOMIC PLANNING, DEVELOPMENT AND SECURITY 54. MANPOWER AND EMPLOYMENT SERVICES

OBJECTIVES

1. To develop and maintain employment opportunities.
2. To develop and rehabilitate manpower for employment opportunities.
3. To minimize public employer–employee disputes, to resolve such disputes when they arise and to enforce statutory rights of public employees.
4. To promote permanent harmony and stability in labor relations.

PROGRAM CLASSIFICATIONS

07. **Vocational Rehabilitation Services.** The Vocational Rehabilitation Program (PL 93–112 as amended; PL 97–35) provides services to handicapped individuals who are unable to work. A broad range of medical and training services are provided to assist in preparing for and acquiring employment. Funding is provided primarily on an approximate 80/20, Federal/State matching basis. The Sheltered Workshop Support program (Chapter 272, PL 1971), through 100% State funds, is designed to provide long–term employment and rehabilitation services to severely disabled individuals who cannot be placed in open competitive employment.

09. **Employment Services.** Under the New Jersey Workforce Development Partnership Act, job training services are provided through training grants for displaced and disadvantaged individuals. In addition, customized training grants are awarded to employers to sustain employment in the state and to make the workforce more competitive.

Labor exchange services are provided that match unemployed workers with job openings. Placement is facilitated through interviewing, classification, and counseling.

Other federally funded programs include Alien Certification, Disabled Veterans Outreach Program and the Trade Act Program. These programs are authorized by Wagner–Peysner as amended by the Jobs Training Partnership Act (P.L.97–300).

10. **Employment and Training Services.** Under the auspices of the Federal Job Training Partnership Act (P.L. 97–300), and related federal and state legislation, contracts with federal, state and local governments and other institutions to provide services to train the workforce which include: Counseling, Recruitment for Job Corps, Intake and Certification for JTPA, Job Search Assistance, Referral and Placement for General Assistance Recipients, and Job Search to enhance Economic Development activities.

The State Employment and Training Commission is an administrative body created by P.L. 1989,c.293, to design and assist in the implementation of a State–based, locally delivered employment, training, and education system. The Commission is responsible for the implementation and evaluation of an employment and training policy for the State.

16. **Public Sector Labor Relations.** Provides services through the Public Employment Relations Commission (C34:13A–1 et seq), which establishes policy, rules and regulations concerning employer–employee relations in the public sector, and resolves disputes involving unit determinations, representation, unfair practices and scope of negotiations, and upon request, provides mediators and fact–finders to assist in the resolution of collective negotiation disputes and designates arbitrators to resolve disputes over rights, pursuant to collective bargaining agreements.

The Public Employment Relations Commission Appeal Board is an administrative body created by P.L. 1979,c.477, and is authorized to review and decide appeals filed by non–member employees as to the appropriateness of representation fees set by their majority representatives.

17. **Private Sector Labor Relations.** Provides services through the State Board of Mediation (C34:13A–4 and C34:1A–23) which monitors labor negotiations throughout the State and conducts separate and joint conferences with labor and management during negotiations of labor contracts; resolves disputes by providing arbitrators at the request of the parties; and conducts consent elections to determine matters of union representation.

EVALUATION DATA

PROGRAM DATA	Actual FY 1996	Actual FY 1997	Revised FY 1998	Budget Estimate FY 1999
Vocational Rehabilitation Services				
Total persons served	21,770	22,950	24,194	25,505
Total persons rehabilitated	3,326	3,434	3,546	3,662
Total continuing to be served	13,835	14,624	15,458	16,340
Average cost per rehabilitation	\$13,396	\$13,447	\$13,498	\$13,549
Earnings (Weekly)				
Before rehabilitation	\$43	\$46	\$46	\$46
After rehabilitation	\$246	\$262	\$262	\$262
Sheltered Workshops				
Persons served	2,573	2,573	2,833	2,617
Appropriation per client	\$4,595	\$4,595	\$4,637	\$4,637
Independent Living Rehabilitation				
Persons served	9,830	9,322	9,500	9,700
Cost per person	\$91	\$101	\$101	\$101
Employment Services				
Job openings received	103,240	132,889	120,000	124,000
Individuals placed	21,542	22,997	25,000	25,000
Individuals counseled	37,249	28,911	36,000	37,800

LABOR

	Actual FY 1996	Actual FY 1997	Revised FY 1998	Budget Estimate FY 1999
Disabled Veterans Outreach Program				
Veterans placed	3,505	3,277	3,600	3,700
Veterans counseled	5,218	4,133	5,200	5,500
Employment and Training Services				
Workforce Development Partnership Project				
Customized Training Grants	\$22,822,770	\$24,000,000	\$24,000,000	\$24,000,000
Individuals Trained	20,273	25,000	25,000	26,000
Cost per Individual	\$1,125	\$900	\$950	\$975
Companies served	274	328	335	350
Individual Training Grants—Displaced Workers	\$10,805,400	\$10,150,000	\$10,500,000	\$10,500,000
Individuals trained	3,726	3,300	3,500	3,500
Cost per individual	\$2,900	\$3,075	\$3,075	\$3,075
Jobs Training Partnership Act				
Total Enrollments	32,000	36,000	36,000	36,000
Total Job Placements	8,800	10,000	10,000	10,000
Public Sector Labor Relations				
Dispute Disposition				
Balance July 1	3,986	2,260	2,226	2,225
Filed	2,563	2,513	2,559	2,640
Disposed	4,289	2,547	2,560	2,695
Unfair practices and representation	708	684	770	810
Mediation, fact-finding and arbitration	3,319	1,394	1,340	1,425
Scope of negotiation and issue definition	107	166	145	145
Other Formal Decisions	155	303	305	315
Balance June 30	2,260	2,226	2,225	2,170
Appeal Board				
Balance July 1	158	31	18	23
Petitions Filed	32	16	40	50
Disposed	159	29	35	45
Balance June 30	31	18	23	28
PERSONNEL DATA				
Position Data				
Filled Positions by Funding Source				
State Supported	103	103	99	105
Federal	955	887	906	1,057
Total Positions	1,058	990	1,005	1,162
Filled Positions by Program Class				
Vocational Rehabilitation Services	343	337	339	365
Employment Services	666	600	612	750
Public Sector Labor Relations	40	42	42	39
Private Sector Labor Relations	9	11	12	8
Total Positions	1,058	990	1,005	1,162

Notes: (a)Actual fiscal years 1996 and 1997 and Revised fiscal year 1998 position data reflect actual payroll counts. The Budget Estimate for fiscal year 1999 reflects the number of positions funded.

APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 1997					Year Ending June 30, 1999			
Orig. & (S)Supple- mental	Reapp. & (R)Repts.	Transfers & (E)Emer- gencies	Total Available	Expended	Prog. Class.	1998 Adjusted Approp.	Requested	Recom- mended
Distribution by Program								
2,447	—	—	2,447	2,447	Vocational Rehabilitation Services	07	2,351	2,351
6,451	1,511	795	8,757	8,660	Employment Services	09	6,563	6,563
2,500	99	9	2,608	2,479	Public Sector Labor Relations	16	2,696	2,696

LABOR

Year Ending June 30, 1997						Year Ending June 30, 1999			
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended	Prog. Class.	1998 Adjusted Approp.	Requested	Recommended	
481	—	—	481	481	Private Sector Labor Relations	17	473	473	473
11,879	1,610	804	14,293	14,067	Total Appropriation		12,083^(a)	12,083	12,083
Distribution by Object									
Personal Services:									
4,899	—	863	5,762	5,673	Salaries and Wages		5,024	5,024	5,024
4,899	—	863	5,762	5,673	Total Personal Services		5,024	5,024	5,024
35	—	-2	33	32	Materials and Supplies		34	34	34
441	—	-5	436	433	Services Other Than Personal		264	264	264
32	—	3	35	35	Maintenance and Fixed Charges		28	28	28
Special Purpose:									
4,405	987 ^R	-80	5,371	5,371	Workforce Development Partnership Program	09	4,482	4,482	4,482
2,046	455 ^R	—	2,502	2,502	Workforce Development Partnership – Counselors	09	2,081	2,081	2,081
6,451	1,502	-80	7,873	7,873	Total Special Purpose		6,563	6,563	6,563
21	108	25	154	21	Additions, Improvements and Equipment		170	170	170
OTHER RELATED APPROPRIATIONS									
17,656	—	—	17,656	16,661	Total Grants-in-Aid		18,222	18,634	18,634
29,535	1,610	804	31,949	30,728	Total General Fund		30,305	30,717	30,717
2,440	—	—	2,440	2,440	Total Casino Revenue Fund – Grants-in-Aid		2,440	2,440	2,440
2,440	—	—	2,440	2,440	Total Casino Revenue Fund		2,440	2,440	2,440
31,975	1,610	804	34,389	33,168	TOTAL STATE APPROPRIATIONS		32,745	33,157	33,157
Federal Funds									
41,345	11,827	-1,081	52,091	37,989	Vocational Rehabilitation Services	07	44,490	45,160	45,160
45,519	4,615	250	50,384	38,348	Employment Services	09	41,336	37,788	37,788
88,342	—	—	88,342	—	Employment and Training Services	10	104,906	107,919	107,919
2,862 ^S	23,966	-853	114,317	88,601	Total Federal Funds		190,732	190,867	190,867
178,068	40,408	-1,684	216,792	164,938					
All Other Funds									
—	1 ^R	—	1	—	REACH Grant Diversion	08	—	—	—
—	12	—	12	—	Employment Services	09	1,408	1,408	1,408
—	232	—	232	—	Employment and Training Services	10	—	—	—
—	405 ^R	—	637	593	Public Sector Labor Relations	16	—	42	42
—	32 ^R	-8	24	—	Total All Other Funds		1,408	1,450	1,450
—	682	-8	674	593	GRAND TOTAL		224,885	225,474	225,474
210,043	42,700	-888	251,855	198,699					

Notes: (a) The fiscal year 1998 appropriation has been adjusted for the allocation of salary program and has been reduced to reflect the transfer of funds to the Salary Increases and Other Benefits account.

LANGUAGE RECOMMENDATIONS

Notwithstanding the provisions of the “New Jersey Employer—Employee Relations Act,” P.L. 1941, c.100 (C.34:13A-1 et seq.), the cost of fact-finding shall be borne equally by the public employer and the exclusive employee representative.

The amount hereinabove for the Vocational Rehabilitation Services program classification is available for the payment of obligations applicable to prior fiscal years.

The amount hereinabove for the Vocational Rehabilitation Services program classification is appropriated from the Unemployment Compensation Auxiliary Fund.

LABOR

The amounts hereinabove for the Workforce Development Partnership Program shall be appropriated from receipts received pursuant to P.L. 1992, c.44 (C.34:15D-12 et seq.), together with such additional sums as may be required to administer the Workforce Development Partnership Program, subject to the approval of the Director of the Division of Budget and Accounting.

Notwithstanding the provisions of the "New Jersey Employment and Workforce Development Act" (P.L. 1992, c.44), the Commissioner of the Department of Labor, in consultation with the Director of the Division of Budget and Accounting, shall allocate an additional amount, not to exceed \$10 million, from the balance in the Fund to adequately fund the Customized Training program.

The amount hereinabove for the Private Sector Labor Relations program classification is appropriated from the Unemployment Compensation Auxiliary Fund.

53,501	17,883	769	72,153	65,498	Total Appropriation, Department of Labor	53,883	53,534	53,534
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