

**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.

In fiscal 2001, the Department's recommended Budget is approximately \$79.4 million which includes \$33.1 million (41.7%, including PERC) in State appropriations, \$43.9 million for trust funds (55.3%), and \$2.4 million (3%) from the Casino Revenue Fund.

Of the \$33.1 million in State appropriations, \$12.4 million is provided in Direct State Services funding. The Division of Workplace Standards will receive \$5.8 million of the State appropriation, which includes an increase of \$500,000 for the administration of the new Public Works Contractor Registration Act. The Division also uses fees and penalties to support enforcement activities. In addition, a total of \$20.6 million is provided in State funds in Grants-In-Aid to support Vocational Rehabilitation Services. This program received an increase of \$1.67 million: \$371,000 to provide cost of living increases for third-party service providers at the Sheltered Workshops and Independent Living Centers and an additional \$1.3 million to provide ongoing supported employment services for an additional 500 disabled clients.

The Trust Fund appropriation of \$43.9 million includes \$24 million for State and Private Plan Disability, \$11.5 million for Workers Compensation, \$6.8 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 injured 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 \$65 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.

Federal funds totaling \$344.9 million are the primary source of non-state revenue for the Department of Labor. The Department is principally responsible for providing income maintenance services through the Unemployment Compensation program (\$91 million) and job training through the Job Training Partnership Act (\$116.5 million). Another \$137.4 million is provided for Vocational Rehabilitation Services (\$47.6 million), Employment Services (\$37.9 million), Workplace Standards (3.5 million), Disability Determinations (\$40.1 million), and Planning and Research (\$8.3 million).

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 \$2.9 million.

SUMMARY OF APPROPRIATIONS BY FUND
(thousands of dollars)

Year Ending June 30, 1999						Year Ending June 30, 2001		
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended		2000 Adjusted Approp.	Requested	Recom- mended
54,221	26,081	368	80,670	78,704	Direct State Services	56,015	56,336	56,336
18,634	650	3,356	22,640	21,975	Grants-In-Aid	18,920	20,591	20,591
72,855	26,731	3,724	103,310	100,679	Total General Fund	74,935	76,927	76,927
2,440	---	---	2,440	2,440	Total Casino Revenue Fund	2,440	2,440	2,440
75,295	26,731	3,724	105,750	103,119	GRAND TOTAL	77,375	79,367	79,367

LABOR

SUMMARY OF APPROPRIATIONS BY PROGRAM (thousands of dollars)

Year Ending June 30, 1999					Year Ending June 30, 2001			
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	2000 Adjusted Approp.	Requested	Recommended	
DIRECT STATE SERVICES - GENERAL FUND								
Economic Planning and Development								
513	24	5	542	538	Administration and Support Services	772	791	791
Economic Assistance and Security								
20,049	11,090	---	31,139	31,036	State Disability Insurance Plan	19,969	20,296	20,296
3,557	183	---	3,740	3,573	Private Disability Insurance Plan	3,718	3,672	3,672
11,174	9,078	---	20,252	20,172	Workers' Compensation	11,384	11,488	11,488
1,558	1,168	---	2,726	1,664	Special Compensation	1,590	1,600	1,600
36,338	21,519	---	57,857	56,445	<i>Subtotal</i>	36,661	37,056	37,056
Manpower and Employment Services								
2,351	---	---	2,351	2,351	Vocational Rehabilitation Services	2,458	2,430	2,430
6,563	2,639	-89	9,113	9,068	Employment Services	6,716	6,716	6,716
---	---	---	---	---	Employment and Training Services	95	95	95
5,287	1,673	262	7,222	6,786	Workplace Standards	5,896	5,835	5,835
2,696	224	190	3,110	3,044	Public Sector Labor Relations	2,924	2,925	2,925
473	2	---	475	472	Private Sector Labor Relations	493	488	488
17,370	4,538	363	22,271	21,721	<i>Subtotal</i>	18,582	18,489	18,489
54,221	26,081	368	80,670	78,704	<i>Subtotal Direct State Services - General Fund</i>	56,015	56,336	56,336
54,221	26,081	368	80,670	78,704	TOTAL DIRECT STATE SERVICES	56,015	56,336	56,336
GRANTS-IN-AID - GENERAL FUND								
Manpower and Employment Services								
18,634	650	---	19,284	18,982	Vocational Rehabilitation Services	18,920	20,591	20,591
---	---	3,356	3,356	2,993	Employment and Training Services	---	---	---
18,634	650	3,356	22,640	21,975	<i>Subtotal</i>	18,920	20,591	20,591
18,634	650	3,356	22,640	21,975	<i>Subtotal Grants-In-Aid - General Fund</i>	18,920	20,591	20,591
GRANTS-IN-AID - CASINO REVENUE FUND								
Manpower and Employment Services								
2,440	---	---	2,440	2,440	Vocational Rehabilitation Services	2,440	2,440	2,440
2,440	---	---	2,440	2,440	<i>Subtotal Grants-In-Aid - Casino Revenue Fund</i>	2,440	2,440	2,440
21,074	650	3,356	25,080	24,415	TOTAL GRANTS-IN-AID	21,360	23,031	23,031
75,295	26,731	3,724	105,750	103,119	TOTAL APPROPRIATION	77,375	79,367	79,367

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 1998	Actual FY 1999	Revised FY 2000	Budget Estimate FY 2001
PERSONNEL DATA				
Affirmative Action Data				
Male Minority	305	311	307	315
Male Minority %	8.0	8.3	8.5	8.5
Female Minority	979	960	964	972
Female Minority %	25.3	25.7	25.9	26.1
Total Minority	1,284	1,271	1,271	1,287
Total Minority %	33.1	34.0	34.2	34.6
Position Data				
Filled Positions by Funding Source				
State Supported	38	37	36	39
Federal	418	439	464	485
Total Positions	456	476	500	524
Filled Positions by Program Class				
Management and Administrative Services	456	476	500	524
Total Positions	456	476	500	524

Notes:

Actual payroll counts are reported for fiscal years 1998 and 1999 as of December and revised fiscal year 2000 as of September. The Budget Estimate for fiscal year 2001 reflects the number of positions funded.

APPROPRIATIONS DATA

(thousands of dollars)

Year Ending June 30, 1999					Year Ending June 30, 2001			
Orig. & (S)Supple- mental	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended	Prog. Class.	2000 Adjusted Approp.	Requested	Recom- mended
<u>DIRECT STATE SERVICES</u>								
Distribution by Fund and Program								
513	24	5	542	538	Administration and Support Services	99	772	791
513	24	5	542	538	Total Direct State Services		772^(a)	791
Distribution by Fund and Object								
Personal Services:								
331	---	---	331	331	Salaries and Wages		425	418
331	---	---	331	331	Total Personal Services		425	418

LABOR

Year Ending June 30, 1999					Year Ending June 30, 2001			
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended	Prog. Class.	2000 Adjusted Approp.	Requested	Recommended
<u>DIRECT STATE SERVICES</u>								
12	---	---	12	12		11	12	12
77	---	5	82	79		243	268	268
28	---	---	28	28		28	28	28
Special Purpose:								
---	20 ^R	---	20	20				
					99	---	---	---
62	---	---	62	62				
					99	62	62	62
3	4	---	7	6				
						3	3	3
513	24	5	542	538		772	791	791
<u>OTHER RELATED APPROPRIATIONS</u>								
Federal Funds								
7,441	2,940	---	10,381	7,110	18	7,440	8,251	8,251
---	1,926	---	1,926	928	99	---	---	---
7,441	4,866	---	12,307	8,038		7,440	8,251	8,251
All Other Funds								
---	1,081	---	1,081	---	99	---	---	---
	5,828 ^R	28	6,937	5,921		5,500	5,500	5,500
---	6,909	28	6,937	5,921		5,500	5,500	5,500
7,954	11,799	33	19,786	14,497		13,712	14,542	14,542

Notes

- (a) The fiscal year 2000 appropriation has been adjusted largely for the allocation of salary increments; the remaining salary program costs are budgeted in the Interdepartmental Salary Increases and Other Benefits Account.

Language Recommendations -- Direct State Services - General Fund

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.

Of the amount hereinabove for the Management and Administrative Services program classification, \$265,000 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.

The amount necessary to provide employer rebate awards as a result of the "New Jersey Urban Enterprise Zone Act," P.L. 1983, c.303 (C.52:27H - 60 et seq.), are appropriated from the Enterprise Zone Assistance Fund, subject to the approval of the Director of the Division of Budget and Accounting. Notwithstanding the provisions of the "New Jersey Urban Enterprise Zone Act," P.L. 1983, c.303 (C.52:27H - 60 et seq.), the Department of Labor, based upon the authorization of the Chief Executive Officer and Secretary, New Jersey Commerce and Economic Growth Commission, shall make employer rebate awards.

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

53. ECONOMIC ASSISTANCE AND SECURITY

OBJECTIVES

1. To accumulate adequate reserves for the payment of benefits to temporarily and involuntarily unemployed and disabled individuals.
2. To provide prompt, efficient payment of benefits to eligible individuals.
3. To insure the integrity of Trust Funds by utilizing modern fraud control techniques in cooperation with other state and federal agencies.
4. To act as agent for the federal government in payment of unemployment insurance to federal employees and recently discharged veterans.
5. To provide prompt and efficient economic assistance to workers disabled by non-occupational sickness or accident.
6. 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.
7. To make prompt and efficient determinations of disability claims under Title II and Title XVI of the Social Security Act.

PROGRAM CLASSIFICATIONS

01. **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 1998	Actual FY 1999	Revised FY 2000	Budget Estimate FY 2001
PROGRAM DATA				
Unemployment Insurance				
Covered workers	3,590,743	3,668,800	3,706,800	3,706,800
Net benefits paid (millions)	\$1,071	\$1,104	\$1,273	\$1,273
Average insured unemployed rate	2.6%	2.6%	2.7%	2.7%
Initial claims	507,445	487,800	534,600	534,600
Average weekly benefit payment	\$253	\$260	\$267	\$267
Disability Determination				
Total claims adjudicated	72,082	80,000	82,216	85,000
Social Security Disability payments (millions)	\$1,320	\$1,350	\$1,400	\$1,425
Average cost per case	\$454	\$466	\$478	\$490
State Disability Insurance Plan				
Covered workers	2,636,800	2,662,600	2,666,600	2,695,900
Claims filed	163,397	162,603	163,000	164,000
Benefits paid (millions)	\$324	\$334	\$350	\$365
Cost per claim processed	\$90	\$99	\$101	\$102
Average weekly benefit payment	\$282	\$288	\$290	\$292

LABOR

	Actual FY 1998	Actual FY 1999	Revised FY 2000	Budget Estimate FY 2001
Private Disability Insurance Plan				
Covered workers	665,300	672,100	673,000	680,400
Plans in force	4,401	4,567	4,600	4,700
Claims received	12,976	12,300	13,000	13,000
Benefits paid (millions)	\$18	\$20	\$21	\$21
Cost per claim processed	\$119	\$112	\$114	\$115
Workers' Compensation				
First reports of accident received	125,000	134,809	132,500	130,500
Cases pending July 1	109,327	104,721	100,721	96,721
Cases filed, reopened, reassigned	49,394	49,600	50,000	50,300
Cases closed	54,000	53,600	54,000	51,300
Cases pending June 30	104,721	100,721	96,721	95,721
Special Compensation				
Balance July 1	2,171	2,259	2,138	2,025
Verified petitions assigned	1,522	1,294	1,311	1,390
Advisory reports recovered	1,434	1,415	1,424	1,442
Balance June 30	2,259	2,138	2,025	1,973
Beneficiaries	5,121	5,374	5,428	5,578

PERSONNEL DATA

Position Data

Filled Positions by Funding Source

State Supported	400	405	403	457
Federal	1,697	1,540	1,453	1,560
All Other	7	7	7	7
Total Positions	2,104	1,952	1,863	2,024

Filled Positions by Program Class

Unemployment Insurance	1,363	1,211	1,133	1,210
Disability Determinations	334	329	320	350
State Disability Insurance Plan	169	177	175	206
Private Disability Insurance Plan	66	70	69	84
Workers' Compensation	152	145	147	155
Special Compensation Fund	20	20	19	19
Total Positions	2,104	1,952	1,863	2,024

Notes:

Actual payroll counts are reported for fiscal years 1998 and 1999 as of December and revised fiscal year 2000 as of September. The Budget Estimate for fiscal year 2001 reflects the number of positions funded.

APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 1999					Year Ending June 30, 2001			
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended	Prog. Class.	2000 Adjusted Approp.	Requested	Recommended
<u>DIRECT STATE SERVICES</u>								
Distribution by Fund and Program								
20,049	11,090	---	31,139	31,036	03	19,969	20,296	20,296
3,557	183	---	3,740	3,573	04	3,718	3,672	3,672
11,174	9,078	---	20,252	20,172	05	11,384	11,488	11,488
1,558	1,168	---	2,726	1,664	06	1,590	1,600	1,600
36,338	21,519	---	57,857	56,445		36,661^(a)	37,056	37,056
Distribution by Fund and Object								
Personal Services:								
23,823	16,642 ^R	-11,514	28,951	23,964		24,146	24,146	24,146
---	---	---	---	4,987		---	---	---
23,823	16,642	-11,514	28,951	28,951		24,146	24,146	24,146

LABOR

Year Ending June 30, 1999					Year Ending June 30, 2001			
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	Prog. Class.	2000 Adjusted Approp.	Requested	Recommended
<u>DIRECT STATE SERVICES</u>								
374	---	---	374	353		374	374	374
4,055	---	6,445	10,500	10,443		4,055	4,490	4,490
1,995	---	1,460	3,455	3,447		1,995	1,965	1,965
Special Purpose:								
---	---	350	350	350	03	---	---	---
5,176	---	2,700	7,876	7,876				
Reimbursement to Unemployment Insurance for Joint Tax Functions								
---	---	100	100	100	03	5,176	5,176	5,176
---	---	212	212	212	04	---	---	---
---	---	212	212	212	05	---	---	---
60	---	---	60	60	06	60	60	60
855	4,877	247	5,979	4,653		855	845	845
36,338	21,519	---	57,857	56,445		36,661	37,056	37,056
Grand Total State Appropriation								
<u>OTHER RELATED APPROPRIATIONS</u>								
Federal Funds								
93,562	17,289	---	110,851	89,145	01	97,670	91,000	91,000
40,050	9,595	---	49,645	37,365	02	42,436	40,050	40,050
133,612	26,884	---	160,496	126,510		140,106	131,050	131,050
Total Federal Funds								
All Other Funds								
---	---	---	---	---	03	5,615	6,100	6,100
---	---	---	---	---	04	673	985	985
---	4	---	4	---	05	5,465	5,874	5,874
---	103,268	---	---	---	06	117,276	124,750	124,750
---	114,394 ^R	4,250	221,912	114,224		129,029	137,709	137,709
---	217,666	4,250	221,916	114,224		129,029	137,709	137,709
169,950	266,069	4,250	440,269	297,179		305,796	305,815	305,815
GRAND TOTAL ALL FUNDS								

Notes

(a) The fiscal year 2000 appropriation has been adjusted largely for the allocation of salary increments; the remaining salary program costs are budgeted in the Interdepartmental Salary Increases and Other Benefits Account.

Language Recommendations -- Direct State Services - General Fund

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 pay disability benefits, subject to the approval of the Director of the Division of Budget and Accounting.

In addition to the amount hereinabove appropriated for administrative costs associated with the State Disability Insurance Plan there is appropriated from the State Disability Fund an amount not to exceed \$6,100,000, subject to the approval of the Director of the Division of Budget and Accounting.

The amount hereinabove for the Special Compensation Fund shall be 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.

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 R.S.34:15-120.2. Any amount so transferred shall be included in the next Uninsured Employers Fund surcharge imposed in accordance with R.S.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).

The funds appropriated for Second Injury Fund benefits are available for the payment of obligations applicable to prior fiscal years.

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

LABOR

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.

In addition to the amounts appropriated hereinabove, there are appropriated out of the State Disability Benefits Fund such additional sums as may be required to administer the Private Disability Insurance Plan.

From the funds made available to the State under section 903 of the Social Security Act (42 U.S.C. 1103 et seq.), as amended, the sum of \$4,500,000, or so much thereof as may be necessary, is to be used for the administration of the Unemployment Insurance Program. These funds shall be made available for obligations until June 30, 2003.

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.
5. To prevent employment practices which are injurious to workers or which abrogate workers' rights and to assure equitable wages and working hours.
6. 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.
7. To prevent injuries and illnesses to public employees.
8. To provide on-site consultation service to employers on matters of safety and health of employees.

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 77%/23%, 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-Peyser 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.

12. **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);, and service stations (C34A-1 et seq).

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.

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

	Actual FY 1998	Actual FY 1999	Revised FY 2000	Budget Estimate FY 2001
PROGRAM DATA				
Vocational Rehabilitation Services				
Total persons served	25,458	25,550	26,050	26,550
Total persons rehabilitated	4,040	4,041	4,100	4,200
Total continuing to be served	16,712	17,200	17,450	17,700
Average cost per rehabilitation	\$11,865	\$12,127	\$12,293	\$12,357
Earnings (Weekly)				
Before rehabilitation	\$46	\$54	\$56	\$58
After rehabilitation	\$262	\$292	\$295	\$300
Sheltered Workshops				
Persons served	2,833	2,771	2,658	2,617
Appropriation per client	\$4,592	\$4,761	\$4,776	\$4,776
Independent Living Rehabilitation				
Persons served	8,539	7,206	7,250	7,300
Cost per person	\$102	\$108	\$107	\$107
Employment Services				
Job openings received	164,408	161,166	169,300	169,200
Individuals placed	22,953	20,163	21,300	21,300
Individuals counseled	28,256	29,494	31,000	31,000
Disabled Veterans Outreach Program				
Veterans placed	3,653	2,444	2,600	2,600
Veterans counseled	2,996	3,644	3,800	3,800
Employment and Training Services				
Workforce Development Partnership Project				
Customized Training Grants	\$33,106,726	\$31,604,620	\$40,000,000	\$40,000,000
Individuals Trained	40,208	41,876	48,000	48,000
Cost per Individual	\$823	\$755	\$800	\$800
Companies served	432	539	600	600
Individual Training Grants-Displaced Workers	\$13,281,000	\$15,802,376	\$17,196,400	\$18,799,000
Individuals trained	4,325	4,584	5,200	5,500
Cost per individual	\$3,071	\$3,447	\$3,307	\$3,418
Jobs Training Partnership Act				
Total Enrollments	26,000	25,750	23,000	23,000
Total Job Placements	8,000	8,900	7,500	7,500
Workplace Standards				
Mine, pit and quarry inspections	1,150	2,754	3,060	3,060
High voltage inspections	90	429	3,060	3,060
OSHA On-site Consultant Services				
Consultations	510	568	432	432
Hazards identified	2,500	3,862	3,000	3,000
Mine Safety Training				
Persons trained	300	414	450	450
Wage and Hour, Child Labor and Public Contracts				
Complaints received	8,712	8,284	8,473	8,473
Formal complaints filed	3,717	3,540	3,567	3,567
Employees receiving back wages	11,697	10,500	12,269	12,269
Net back wages paid to employees	\$5,179,469	\$4,603,429	\$4,954,671	\$4,954,671
Public Employees Safety				
Inspections	900	334	1,200	1,500
Hazards identified	3,000	1,566	2,640	4,000
Apparel Registration				
Registrations issued	1,180	1,012	1,122	1,122
Firms with violations	261	195	215	215

LABOR

	Actual FY 1998	Actual FY 1999	Revised FY 2000	Budget Estimate FY 2001
Public Sector Labor Relations				
Dispute Disposition				
Balance July 1	2,226	2,283	2,230	2,175
Filed	2,486	2,377	2,395	2,455
Disposed	2,429	2,430	2,450	2,485
Unfair practices and representation	748	815	820	830
Mediation, fact-finding and arbitration	1,269	1,241	1,255	1,280
Scope of negotiation and issue definition	151	113	115	115
Other Formal Decisions	261	261	260	260
Balance June 30	2,283	2,230	2,175	2,145
Appeal Board				
Balance July 1	18	91	90	85
Petitions Filed	77	4	30	40
Disposed	4	5	35	50
Balance June 30	91	90	85	75

PERSONNEL DATA

Position Data

Filled Positions by Funding Source

State Supported	263	228	229	273
Federal	940	1,017	1,035	1,106
Total Positions	1,203	1,245	1,264	1,379

Filled Positions by Program Class

Vocational Rehabilitation Services	340	332	340	367
Workplace Standards	192	153	153	191
Employment Services	623	714	722	772
Public Sector Labor Relations	41	40	42	42
Private Sector Labor Relations	7	6	7	7
Total Positions	1,203	1,245	1,264	1,379

Notes:

(a) Actual payroll counts are reported for fiscal years 1998 and 1999 as of December and revised fiscal year 2000 as of September. The Budget Estimate for fiscal year 2001 reflects the number of positions funded.

APPROPRIATIONS DATA

(thousands of dollars)

Year Ending June 30, 1999					Year Ending June 30, 2001			
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	Prog. Class.	2000 Adjusted Approp.	Requested	Recommended
<u>DIRECT STATE SERVICES</u>								
Distribution by Fund and Program								
2,351	---	---	2,351	2,351	07	2,458	2,430	2,430
6,563	2,639	-89	9,113	9,068	09	6,716	6,716	6,716
---	---	---	---	---	10	95	95	95
5,287	1,673	262	7,222	6,786	12	5,896	5,835	5,835
2,696	224	190	3,110	3,044	16	2,924	2,925	2,925
473	2	---	475	472	17	493	488	488
17,370	4,538	363	22,271	21,721	18,582^(a)		18,489	18,489
Distribution by Fund and Object								
Personal Services:								
9,348	1,391 ^R	435	11,174	11,174	16,807		16,684	16,684
9,348	1,391	435	11,174	11,174	16,807		16,684	16,684

LABOR

Year Ending June 30, 1999					Year Ending June 30, 2001				
Orig. & (S)Supple- mental	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended	Prog. Class.	2000 Adjusted Approp.	Requested	Recom- mended	
<u>DIRECT STATE SERVICES</u>									
54	---	-4	50	50		55	56	56	
375									
491 ^S	---	285	1,151	1,081		192	221	221	
108	---	---	108	108		111	111	111	
Special Purpose:									
4,482	2,136 ^R	-89	6,529	6,494					
					09	---	---	---	
2,081	494 ^R	---	2,575	2,574					
					09	---	---	---	
---	---	---	---	---	10	95 ^S	95	95	
35	---	---	35	5	12	42	42	42	
---	---	---	---	---	12	420	420	420	
---	---	---	---	---	12	---	500	500	
---	---	---	---	---	12	160	160	160	
200									
196 ^S	517	-264	649	235		200			
						500 ^S	200	200	
<u>GRANTS-IN-AID</u>									
Distribution by Fund and Program									
21,074	650	---	21,724	21,422	07	21,360	23,031	23,031	
18,634	650	---	19,284	18,982		18,920	20,591	20,591	
2,440	---	---	2,440	2,440		2,440	2,440	2,440	
---	---	3,356	3,356	2,993	10	---	---	---	
21,074	650	3,356	25,080	24,415		21,360	23,031	23,031	
18,634	650	3,356	22,640	21,975		18,920	20,591	20,591	
2,440	---	---	2,440	2,440		2,440	2,440	2,440	
Distribution by Fund and Object									
Grants:									
3,891	---	---	3,891	3,891	07	3,891	3,891	3,891	
2,440	---	---	2,440	2,440	07	2,440	2,440	2,440	
450	---	---	450	450	07	1,250 ^(b)	2,550	2,550	
12,142	---	650	12,792	12,710	07	12,630	12,630	12,630	
1,250	650	-650	1,250	1,030	07	450 ^(b)	450	450	
---	---	---	---	---	07	---	173	173	
118	---	---	118	118	07	---	---	---	
94	---	---	94	94	07	---	---	---	
170	---	---	170	170	07	---	198	198	
515	---	---	515	515	07	170	170	170	
4	---	---	4	4	07	525	525	525	
---	---	---	---	---	07	4	4	4	
---	---	3,356	3,356	2,993	10	---	---	---	
38,444	5,188	3,719	47,351	46,136		39,942	41,520	41,520	

LABOR

Year Ending June 30, 1999					Year Ending June 30, 2001				
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	Prog. Class.	2000 Adjusted Approp.	Requested	Recommended	
OTHER RELATED APPROPRIATIONS									
Federal Funds									
44,730									
138 ^S	8,643	-781	52,730	37,441	Vocational Rehabilitation Services	07	46,430	47,580	47,580
37,788	6,708	---	44,496	33,085	Employment Services	09	40,360	37,915	37,915
131,176	31,305	9,439	171,920	158,256	Employment and Training Services	10	125,224		
							246 ^S	116,480	116,480
1,632					Workplace Standards	12	3,410	3,510	3,510
32 ^S	366	---	2,030	1,566	Total Federal Funds		215,670	205,485	205,485
215,496	47,022	8,658	271,176	230,348	All Other Funds				
---	17	---	17	10	REACH Grant Diversion	08	---	---	---
---	72	---	72	---	Employment Services	09	1,408	1,641	1,641
	581				Employment and Training Services	10	---	---	---
---	404 ^R	---	985	985	Workplace Standards	12	1,024	1,024	1,024
---	1	---	1	---	Public Sector Labor Relations	16	35	35	35
---	58	---			Total All Other Funds		2,467	2,700	2,700
---	39 ^R	-30	67	---	GRAND TOTAL ALL FUNDS		258,079	249,705	249,705
253,940	53,382	12,347	319,669	277,479					

Notes

- The fiscal year 2000 appropriation has been adjusted largely for the allocation of salary increments; the remaining salary program costs are budgeted in the Interdepartmental Salary Increases and Other Benefits Account.
- For budget display purposes, \$800,000 of the appropriation "Sheltered Workshop Employment Placement Incentive Program" has been distributed to the appropriation "Supported Employment Services".
- Appropriation of \$85,000 distributed to applicable grant accounts.
- Appropriation of \$94,000 distributed to applicable grant accounts.
- Appropriation of \$97,000 distributed to applicable grant accounts.

Language Recommendations -- Direct State Services - General Fund

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.

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 "1992 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, may allocate an additional amount, not to exceed \$10 million, from the balance in the Workforce Development Partnership Fund to adequately fund the Customized Training program.

Notwithstanding any law to the contrary, an amount not to exceed \$5,500,000 is appropriated from the New Jersey Workforce Development Partnership Fund, section 9 of P.L.1992, c.43 (C.34:15D-9) as the state match to the federal Welfare to Work Grant Program, subject to the approval of the Director of the Division of Budget and Accounting.

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

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.

In addition to the amount appropriated hereinabove, receipts received pursuant to the "Public Works Contractor Registration Act", P.L. 1999 c. 238 in excess of \$2,100,000, not to exceed \$450,000, are appropriated for administration of the Public Works Contractor Registration Program, 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.

Notwithstanding the provisions of the "1992 New Jersey Employment and Workforce Development Act," P.L. 1992, c.43 (C34:15D-1 et seq.), an amount not to exceed \$500,000 is authorized from the balance in the Workforce Development Partnership Fund to be used by the Department to promote training of women and minorities in the construction trades, subject to the approval of the Director of the Division of Budget and Accounting.

Language Recommendations -- Grants-In-Aid - General Fund

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

Of the amount hereinabove for the Vocational Rehabilitation Services program classification, an amount not to exceed \$9,000,000 is appropriated from the Unemployment Compensation Auxiliary Fund.

The unexpended balances in the Sheltered Workshop Employment Placement Incentive Program account and the Sheltered Workshop Support account, as of June 30, 2000, are appropriated for Sheltered Workshop Support.

The amount hereinabove for Salary Supplement for Direct Service Workers shall only be used to fund, at a minimum, an additional 2.0% direct service workers' cost of living adjustment throughout the Department of Labor, effective July 1, 2000.

From the amounts provided hereinabove for Cost of Living Adjustments - Sheltered Workshops, it is intended that these monies shall be used to fund, at a minimum, a 1.6% cost of living increase for direct service workers' salaries, effective July 1, 2000.

NOTES