

DEPARTMENT OF LABOR
01. OVERVIEW

The Department of Labor implements an array of programs ranging from enhancing the quality of life and job skills of the disabled, to providing income support to the unemployed, to ensuring the safety of working conditions for each citizen of the State. Although most of these programs are fully supported with federal or trust funds, the Direct State Services recommendation of \$49.7 million will enable the Department to continue and maintain the level of service required.

A total of \$35.4 million or 71 percent of DOL's budget is provided by dedicated funds. Programs such as Planning and Research, Vocational Rehabilitation, and the Board of Mediation are largely offset with funding from the Unemployment Insurance Auxiliary Fund, thus minimizing the impact on State funds. Funding is also provided for Management and Administrative Services. Other programs such as Special Compensation, State and Private Disability Insurance and Workers' Compensation are supported entirely with dedicated funding. Also, continuation funding from fees and State appropriations are provided for the Workplace Standards program, which regulates and enforces the State laws governing the safety of the workplace.

Approximately \$2.4 million is recommended to continue the current level of services provided by the Public Employment Relations Commission (PERC) and the PERC Appeal Board. PERC, which is housed within DOL's budget for administrative purposes represents only five percent of the Department's total budget. PERC was created to deal with matters of public employment related to resolving disputes in public employment, such as negotiating units, elections, certifications and settlement of public employee and public employer disputes and grievance procedures.

DOL anticipates receiving an estimated \$300 million in federal funding. Of this amount, \$211 million is designated for programs such as Unemployment Insurance, Disability Determinations and Job Training Partnership Act (JTPA). Unemployment Insurance and JTPA will receive most of DOL's federal funding, with \$86 and \$90 million respectively. Additionally, the JTPA program, which provides training and placement to economically disadvantaged youths and adults who need training to obtain employment, is expected to receive \$6.3 million above its regular appropriation for the Summer Youth program.

1993 marked the first full year of the Workforce Development Partnership program. Since its inception, over 10,000 unemployed individuals have been awarded a combined total of \$30 million in training grants to enhance existing skills or retrain for new skills. Under the Customized Grants section of this program; over 40 New Jersey-based companies have received training grants, ranging in size from as little as 13 employees to 2500 employees. These grants are intended to make the companies more competitive and productive while retaining jobs in the State.

SUMMARY OF APPROPRIATIONS BY PROGRAM
(thousands of dollars)

Year Ending June 30, 1993					Year Ending June 30, 1995			
Orig. & (S)Supple- mental	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended		1994 Adjusted Approp.	Requested	Recom- mended
					Economic Planning and Development			
1,063	—	-31	1,032	985	Planning and Research	1,046	940	940
2,080	1	-479	1,602	1,496	Management and Administrative Services	1,458	858	858
3,143	1	-510	2,634	2,481	<i>Subtotal</i>	2,504	1,798	1,798
					Economic Regulation			
566	—	12	578	566	Promulgation and Licensing of Workplace Standards	576	576	576
6,534	217	152	6,903	6,522	Enforcement of Workplace Standards	6,624	6,188	6,088
7,100	217	164	7,481	7,088	<i>Subtotal</i>	7,200	6,764	6,664

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Year Ending June 30, 1993					Year Ending June 30, 1995			
Orig. & (S)Supple- mental	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended		1994 Adjusted Approp.	Requested	Recom- mended
3,435	—	-2,460	975	793	Economic Assistance and Security			
21,166	3,105	-3	24,268	24,268	Unemployment Insurance	251	100	100
3,080	461	1	3,542	3,540	State Disability Insurance Plan	21,791	21,791	21,791
8,442	5,896	80	14,418	13,846	Private Disability Insurance Plan	3,234	3,234	3,234
1,486	478	-81	1,883	1,465	Workers' Compensation	8,876	8,876	8,876
					Special Compensation	1,509	1,509	1,509
<u>37,609</u>	<u>9,940</u>	<u>-2,463</u>	<u>45,086</u>	<u>43,912</u>	<i>Subtotal</i>	<u>35,661</u>	<u>35,510</u>	<u>35,510</u>
					Manpower and Employment Services			
2,777	—	—	2,777	2,776	Vocational Rehabilitation Services	2,831	2,447	2,447
500	—	1,401	1,901	1,642	Employment Services	—	—	—
544	84	-16	612	521	Employment Development Services	331	286	286
2,374	—	-14	2,360	2,312	Public Sector Labor Relations	2,378	2,378	2,378
471	—	11	482	471	Private Sector Labor Relations	619	619	619
<u>6,666</u>	<u>84</u>	<u>1,382</u>	<u>8,132</u>	<u>7,722</u>	<i>Subtotal</i>	<u>6,159</u>	<u>5,730</u>	<u>5,730</u>
<u>54,518</u>	<u>10,242</u>	<u>-1,427</u>	<u>63,333</u>	<u>61,203</u>	<i>Total Appropriation</i>	<u>51,524</u>	<u>49,802</u>	<u>49,702</u>

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 research and 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 Research.** 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**—Comprised of four functional activities: The Office of the Commissioner, Office of the Controller, Office of Internal Audit, and the Division of 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 the Controller is responsible for all accounting and budgeting functions of the Department, and the evaluation of all programs from a financial management viewpoint. The Office is also charged with fiscal oversight of the collection of Unemployment and Disability Insurance taxes, collection of the Special Compensation Fund assessments and the assessment functions of the Disability Insurance Services.

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.

EVALUATION DATA

	Actual FY 1992	Actual FY 1993	Revised FY 1994	Budget Estimate FY 1995
PERSONNEL DATA				
Affirmative Action Data				
Male Minority	255	263	309	303
Male Minority %	7.0	6.0	8.0	8.0
Female Minority	871	1,043	1,016	1,011
Female Minority %	23.0	25.0	25.0	26.0
Total Minority	1,126	1,306	1,325	1,289
Total Minority %	29.0	31.0	33.0	33.0
Position Data				
Filled Positions by Funding Source				
State Supported	55	45	48	45
Federal	418	432	417	405
Total Positions	473	477	465	450
Filled Positions by Program Class				
Planning and Research	123	122	122	124
Management and Administrative Services	350	355	343	326
Total Positions	473	477	465	450

Note: Actual fiscal years 1992 and 1993 and Revised fiscal year 1994 position data reflect actual payroll counts. The Budget Estimate for fiscal year 1995 reflects the number of positions funded.

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APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 1993					Year Ending June 30, 1995				
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	Prog. Class.	1994 Adjusted Approp.	Requested	Recommended	
1,063	—	-31	1,032	985					
<u>2,080</u>	<u>1</u>	<u>-479</u>	<u>1,602</u>	<u>1,496</u>					
3,143	1	-510	2,634	2,481					
Distribution by Program									
					18	1,046	940	940	
					99	1,458	858	858	
						<u>2,504^(a)</u>	<u>1,798</u>	<u>1,798</u>	
Distribution by Object									
Personal Services:									
<u>1,564</u>	<u>—</u>	<u>-12</u>	<u>1,552</u>	<u>1,512</u>		<u>1,547</u>	<u>1,467</u>	<u>1,467</u>	
1,564	—	-12	1,552	1,512		1,547	1,467	1,467	
29	—	-1	28	19		24	22	22	
1,482	—	-545	937	842		831	208	208	
36	—	-12	24	20		36	35	35	
Special Purpose:									
25	—	—	25	25	18	— ^(b)	—	—	
—	—	62	62	62	99	62	62	62	
25	—	62	87	87		62	62	62	
7	1	-2	6	1		4	4	4	
OTHER RELATED APPROPRIATIONS									
Federal Funds									
—	44								
—	1,814 ^R	3,205	5,063	5,039	18	6,270	7,024	7,024	
—	315								
—	13,902 ^R	-1,316	12,901	12,884	99	12,236	12,617	12,617	
—	16,075	1,889	17,964	17,923		18,506	19,641	19,641	
All Other Funds									
—	841	209	1,050	—	99	—	—	—	
—	841	209	1,050	—		—	—	—	
3,143	16,917	1,588	21,648	20,404		21,010	21,439	21,439	

Notes: (a) The fiscal year 1994 appropriation has been adjusted for the allocation of salary program and has been reduced to reflect the transfer of funds to the Employee Benefits accounts.

(b) Appropriation of \$25,000 distributed to applicable operating accounts.

LANGUAGE PROVISIONS

It is recommended that such sums as may be necessary to collect the contributions pursuant to the Health Care Reform Act (P.L.1992,c.160) be appropriated from the Health Care Subsidy Fund, subject to the approval of the Director of the Division of Budget and Accounting.

It is recommended that the amount hereinabove for the Planning and Research program classification be appropriated from the Unemployment Compensation Auxiliary Fund.

50. ECONOMIC PLANNING, DEVELOPMENT AND SECURITY

52. ECONOMIC REGULATION

OBJECTIVES

1. To prevent employment practices which are injurious to workers or which abrogate workers' rights and to assure equitable wages and working hours.
2. To prevent injuries to persons and damage to property from explosives, liquified petroleum gases, hazardous materials and mining operations; to prevent injuries and fatalities to the public on carnival-amusement rides, and ski lifts and also from high voltage lines, boilers, machinery, pressure vessels, refrigeration systems, electric power generating plants and nuclear installations.
3. To prevent injuries and illnesses to public employees.
4. To provide on-site consultation service to employers on matters of safety and health of employees.
5. To provide safety and health training to miners.

PROGRAM CLASSIFICATIONS

11. **Promulgation and Licensing of Workplace Standards.** Develops and interprets rules, issues formal variances and hears appeals. Issues licenses to power plant engineers and boiler operators and issues approvals for operation of boilers, pressure vessels and nuclear components. Annually registers all mines, pits and quarries and aerial tramways. Annually issues permits for explosives and carnival-amusement rides.

12. **Enforcement of 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); boilers (including nuclear components), pressure vessels and refrigeration plants (C34:7-14 et seq); mines, pits and quarries (34:6-98.1 et seq); explosives (C21:1A-128 et seq); proximity to high voltage lines (C34:6-47.1 et seq); liquefied petroleum gas (C21:1B-1 et seq); carnival-amusement rides (C5:3-331 et seq); ski lifts (C34:4A-1 et seq); fireworks (C21:2-1 et seq and C21:3-1 et seq); service stations (C34A-1 et seq); and the examination and licensing of stationary engineers and firemen (C34:7-1 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.

Provides safety and health training for miners under a Federal Mine Safety and Health Administration agreement.

EVALUATION DATA

	Actual FY 1992	Actual FY 1993	Revised FY 1994	Budget Estimate FY 1995
PROGRAM DATA				
Promulgation and Licensing of Workplace Standards				
Licenses, certificates, permits processed	198,000	198,000	198,000	198,000
Promulgated rules	16	8	8	—
Enforcement of Workplace Standards				
Protection of Mine and Quarry Health and Safety				
Mine, pit and quarry inspections	1,150	1,150	1,150	1,150
Liquified petroleum gas inspections	5,000	5,000	5,000	5,000
Amusement ride inspections	4,600	3,690	3,690	4,000
Ski lift inspections	200	200	200	200
High voltage inspections	152	150	150	150
Gas station inspections	1,080	750	750	750
Mechanical Inspection				
Boilers inspected by State	1,600	1,200	1,200	1,200
Boilers inspected by insurance inspectors	32,000	32,000	32,000	32,000
Refrigeration plants inspected	4,500	5,000	5,000	5,000
OSHA On-site Consultant Services				
Consultations	529	580	610	610
Hazards identified	3,572	4,154	4,300	4,300
Mine Safety Training				
Persons trained	780	200	300	300
Wage and Hour, Child Labor and Public Contracts				
Complaints received	9,202	8,700	9,624	9,730
Formal complaints filed	4,416	3,824	3,780	2,820
Employees receiving back wages	11,543	13,595	14,582	15,250
Net back wages paid to employees	\$3,126,615	\$3,718,425	\$5,538,371	\$5,303,756

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	Actual FY 1992	Actual FY 1993	Revised FY 1994	Budget Estimate FY 1995
Industrial Homework				
Firms inspected	36	38	39	39
Firms with violations	18	19	20	20
Crew Leader Registration				
Vehicles road checked	48	51	54	54
Workers served on road checks	1,125	1,150	1,140	1,140
Crew farms visited	172	184	190	190
Field Sanitation				
Inspections	150	55	55	55
Public Employees Safety				
Inspections	2,005	1,674	2,250	3,000
Hazards identified	12,166	9,016	13,000	18,000
Asbestos Control and Licensing				
Employer licenses issued	72	136	100	145
Employee permits issued	2,767	3,281	3,900	3,600
Apparel Registration				
Registrations issued	1,338	1,342	1,341	1,345
Firms inspected	514	577	546	550
Firms with violations	252	443	348	350
Net back wages paid employees	\$138,000	\$145,000	\$150,000	—
Revenue (fees and fines)	\$620,000	\$650,000	\$680,000	—

PERSONNEL DATA

Position Data

Filled Positions by Funding Source

State Supported	173	176	181	199
Federal	16	22	19	18
Total Positions	189	198	200	217

Filled Positions by Program Class

Promulgation and Licensing of Workplace Standards	12	9	10	12
Enforcement of Workplace Standards	177	189	190	205
Total Positions	189	198	200	217

Notes: Actual fiscal years 1992 and 1993 and Revised fiscal year 1994 position data reflect actual payroll counts. The Budget Estimate for fiscal year 1995 reflects the number of positions funded.

APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 1993					Year Ending June 30, 1994			
Orig. & (S)Supple- mental	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended	Prog. Class.	1994 Adjusted Approp.	Requested	Recom- mended
566	—	12	578	566				
<u>6,534</u>	<u>217</u>	<u>152</u>	<u>6,903</u>	<u>6,522</u>				
7,100	217	164	7,481	7,088		7,200	6,764	6,664
Distribution by Program								
					11	576	576	576
					12	<u>6,624</u>	<u>6,188</u>	<u>6,088</u>
						7,200	6,764	6,664
Distribution by Object								
Personal Services:								
						<u>6,037</u>	<u>5,601</u>	<u>5,601</u>
						6,037	5,601	5,601
						37	37	37
						441	441	441
						161	161	161
Special Purpose:								
					11	1	1	1
					11	3	3	3

Year Ending June 30, 1993					Year Ending June 30, 1995				
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	Prog. Class.	1994 Adjusted Approp.	Requested	Recommended	
435	17	—	452	208	Worker and Community Right to Know Act	12	435	435	335
—	176 ^R	-176	—	—	Control-Enforcement of Workplace Standards	12	—	—	—
439	193	-176	456	208	<i>Total Special Purpose</i>		439	439	339
85	24	-54	55	17	Additions, Improvements and Equipment		85	85	85

OTHER RELATED APPROPRIATIONS

Federal Funds

—	14	—	1,113	1,078	Enforcement of Workplace Standards	12	1,342	1,359	1,359
—	1,101 ^R	-2	1,113	1,078	<i>Total Federal Funds</i>		1,342	1,359	1,359

All Other Funds

—	1	—	1	—	Enforcement of Workplace Standards	12	700	700	700
—	1	—	1	—	<i>Total All Other Funds</i>		700	700	700
7,100	1,333	162	8,595	8,166	GRAND TOTAL		9,242	8,823	8,723

LANGUAGE PROVISIONS

It is recommended that there be appropriated out of the Wage and Hour Trust Fund and the Prevailing Wage Act Trust Fund such sums as may be necessary for payments.

It is further recommended that 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 account be 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 Fund such additional sums, not to exceed \$67,000, to administer the Right to Know program, subject to the approval of the Director of the Division of Budget and Accounting.

It is further recommended that receipts in excess of the amount anticipated for the Workplace Standards Program be appropriated, subject to the approval of 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 on line in 35 offices located in population centers throughout the State.

In March 1984, C43:21 et seq. was revised to incorporate the quarterly collection of wage records by the Department of Labor as of September 1984. This activity was formerly performed by the Division of Taxation under C54:1-55 et seq. Effective July 1, 1986 all unemployment benefit claims are based upon the 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.

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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.** Provides 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. Only the expenditure of dedicated revenues is involved since both benefits and administrative costs are financed through employer and worker contributions and specified assessments. Major activities are the processing of claims and payments. The collection of contributions, penalties and interest is performed by the Unemployment Insurance Service and paid for by the Disability Insurance program.
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 can not 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 bring victims of pre-1980 occupational injuries in line with current rates.

EVALUATION DATA

	Actual FY 1992	Actual FY 1993	Revised FY 1994	Budget Estimate FY 1995
PROGRAM DATA				
Unemployment Insurance				
Covered workers	3,926,200	3,302,300	3,314,200	3,348,400
Net benefits paid (millions)	\$1,543 ^(b)	\$1,254	\$1,199	\$1,076
Average insured unemployed rate	4.0%	3.5%	3.0%	2.5%
Initial claims	680,593	584,189	517,700	461,500
Average weekly benefit payment	\$216	\$225	\$235	\$244
Disability Determination				
Total claims adjudicated	60,684	79,718	80,000	84,000
Social Security Disability payments (millions)	\$936	\$950	\$964	\$978
Average cost per case	\$434	\$417	\$423	\$428
State Disability Insurance Plan				
Covered workers	2,283,400	2,409,200	2,424,300	2,456,000
Claims filed	162,638	163,223	166,829	165,000
Benefits paid (millions)	\$268	\$277	\$281	\$293
Cost per claim processed	\$90	\$97	\$103	\$109
Average weekly benefit payment	\$225	\$239	\$255	\$270
Private Disability Insurance Plan				
Covered workers	617,600	601,700	588,300	580,900
Plans in force	3,900	3,600	3,600	3,600
Claims received	19,025	17,500	18,000	17,700
Benefits paid (millions)	\$25	\$23	\$27	\$27
Cost per claim processed	\$87	\$90	\$88	\$91
Workers' Compensation				
First reports of accident received	220,000	220,000	225,000	225,000
Cases pending July 1	94,449	106,949	105,949	102,949

	Actual FY 1992	Actual FY 1993	Revised FY 1994	Budget Estimate FY 1995
Cases filed, reopened, reassigned	57,500	58,000	58,000	58,000
Cases closed	45,000	59,000	61,000	61,000
Cases pending June 30	106,949	105,949	102,949	99,949
Special Compensation				
Balance July 1	2,368	2,243	2,603	2,863
Verified petitions assigned	1,275	1,410	1,381	1,325
Advisory reports recovered	1,400	1,050	1,121	1,391
Balance June 30	2,243	2,603	2,863	2,797
Beneficiaries	4,225	4,451	4,511	4,311
PERSONNEL DATA				
Position Data				
Filled Positions by Funding Source				
State Supported	425	444	429	447
Federal	1,653	1,692	1,889	1,863
All Other	—	4	7	9
Total Positions	2,078	2,140	2,325	2,319
Filled Positions by Program Class				
Unemployment Insurance	1,312	1,319	1,508	1,500
Disability Determinations	354	373	381	363
State Disability Insurance Plan	189	194	187	199
Private Disability Insurance Plan	72	81	76	84
Workers' Compensation	136	157	153	161
Special Compensation Fund	15	16	20	12
Total Positions	2,078	2,140	2,325	2,319

Notes: Actual fiscal years 1992 and 1993 and Revised fiscal year 1994 position data reflect actual payroll counts. The Budget Estimate for fiscal year 1995 reflects the number of positions funded.

(a) Includes Emergency Unemployment Benefits but not the federal supplemental compensation extension benefits.

APPROPRIATIONS DATA
(thousands of dollars)

Year Ending June 30, 1993					Year Ending June 30, 1995				
Orig. & Supplemental ^(S)	Reapp. & Recpts. ^(R)	Transfers & Emergencies ^(E)	Total Available	Expended	Prog. Class.	1994 Adjusted Approp.	Requested	Recommended	
Distribution by Program									
3,435	—	-2,460	975	793	01	251	100	100	
21,166	3,105	-3	24,268	24,268	03	21,791	21,791	21,791	
3,080	461	1	3,542	3,540	04	3,234	3,234	3,234	
8,442	5,896	80	14,418	13,846	05	8,876	8,876	8,876	
1,486	478	-81	1,883	1,465	06	1,509	1,509	1,509	
37,609	9,940	-2,463	45,086	43,912		35,661^(a)	35,510	35,510	
Distribution by Object									
Personal Services:									
21,063	—	-589	20,474	20,220		21,863	21,863	21,863	
—	—	6,037	6,037	5,721		—	—	—	
21,063	—	5,448	26,511	25,941		21,863	21,863	21,863	
440	2	-71	371	327		408	495	495	
5,390	169	-216	5,343	5,184		4,915	4,949	4,949	
380	20	2,193	2,593	2,499		399	408	408	
Special Purpose:									
1,050	—	-380	670	670	01	151	—	—	
499	—	-299	200	97	01	100	100	100	
1,400	—	-1,400	—	—	01	—	—	—	

LABOR

Year Ending June 30, 1993					Year Ending June 30, 1995				
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	Prog. Class.	1994 Adjusted Approp.	Requested	Recommended	
6,200	—	1,511	7,711	7,711					
—	2,920 ^R	-2,920	—	—	Reimbursement to Unemployment Insurance for Joint Tax Functions	03	6,600	6,600	6,600
—	447 ^R	-447	—	—	Control-State Disability Insurance Plan	03	—	—	—
—	1,089	—	—	—	Control-Private Disability Insurance Plan	04	—	—	—
—	4,806 ^R	-5,895	—	—	Control-Workers' Compensation	05	—	—	—
—	473 ^R	-473	—	—	Control-Special Compensation	06	—	—	—
—	—	998	998	880	Other Special Purpose		60	60	60
9,149	9,735	-9,305	9,579	9,358	<i>Total Special Purpose</i>		6,911	6,760	6,760
1,187	14	-512	689	603	Additions, Improvements and Equipment		1,165	1,035	1,035
OTHER RELATED APPROPRIATIONS									
Federal Funds									
—	79,995 ^R	-843	79,152	79,152	Unemployment Insurance	01	86,182	85,661	85,661
—	100	—	—	—	Disability Determination	02	36,050	36,395	36,395
—	32,778 ^R	-2	32,876	32,842	<i>Total Federal Funds</i>		122,232	122,056	122,056
—	112,873	-845	112,028	111,994					
All Other Funds									
—	—	—	—	—	State Disability Insurance Plan	03	2,768	3,966	3,966
—	—	—	—	—	Private Disability Insurance Plan	04	664	1,067	1,067
—	—	—	—	—	Workers' Compensation	05	4,359	4,941	4,941
—	2,703	—	—	—	Special Compensation	06	94,146	94,146	94,146
—	95,597 ^R	1	98,301	94,912	<i>Total All Other Funds</i>		101,937	104,120	104,120
—	98,300	1	98,301	94,912	GRAND TOTAL		259,830	261,686	261,686
37,609	221,113	-3,307	255,415	250,818					

Notes: (a) The fiscal year 1994 appropriation has been adjusted for the allocation of salary program, which includes \$680,000 in appropriated receipts, and has been reduced to reflect transfer of funds to the Employee Benefits accounts.

LANGUAGE PROVISIONS

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

It is further recommended that the amount hereinabove for the Special Compensation Fund shall be payable out of such 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 Special Compensation Fund such additional sums as may be required for costs of administration and beneficiary payments.

It is further recommended that the State Treasurer be directed to transfer to the General Fund the sum of \$50,000 from the excess in the Special Compensation Fund over the sum of \$1,250,000 accumulated as of June 30, 1994 pursuant to R.S.34:15-94.

It is further recommended that there be 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).

It is further recommended that the amount hereinabove for the Unemployment Insurance program classification shall be appropriated from the Unemployment Compensation Auxiliary Fund.

It is further recommended that 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.

It is further recommended that amounts to administer the Uninsured Employers' Fund be appropriated from the Uninsured Employers' Fund, subject to the approval of the Director of the Division of Budget and Accounting.

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.** Provides labor exchange services 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 Development Services.** Under the auspices of the New Jersey Workforce Development Partnership Act, 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: Individual Training grants for the unemployed, Customized Training grants for employers, Disadvantaged and Dislocated Worker Training grants, 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 1992	Actual FY 1993	Revised FY 1994	Budget Estimate FY 1995
Vocational Rehabilitation Services				
Total persons served	11,129	13,458	14,217	14,962
Total persons rehabilitated	2,336	2,531	2,995	3,093
Total continuing to be served	7,458	9,526	9,950	10,112
Average cost per rehabilitation	\$14,869	\$14,632	\$13,651	\$13,548
Earnings (Weekly)				
Before rehabilitation	\$80	\$86	\$88	\$92
After rehabilitation	\$265	\$268	\$276	\$284

LABOR

	Actual FY 1992	Actual FY 1993	Revised FY 1994	Budget Estimate FY 1995
Sheltered Workshops				
Persons served	2,500	2,500	2,500	2,500
Appropriation per client	\$3,940	\$3,969	\$3,969	\$3,969
Independent Living Rehabilitation				
Persons served	4,455	4,677	5,528	5,528
Cost per person	\$263	\$256	\$236	\$236
Employment Services				
Job openings received	42,269	53,458	61,000	65,000
Individuals placed	16,187	14,137	15,200	16,500
Individuals counseled	12,022	29,382	29,400	30,000
Disabled Veterans Outreach Program				
Veterans placed	3,032	3,162	3,300	3,500
Veterans counseled	2,144	4,303	4,500	4,500
Employment Development Services				
General Assistance Employment Program				
Obtained employment	2,073	2,181	2,200	2,500
Workforce Development Partnership Project				
Customized Training Grants	—	\$8,000,000	\$18,900,000	\$23,700,000 ^(a)
Individuals Trained	—	8,450	18,900	23,700
Cost per Individual	—	\$946	\$1,000	\$1,000
Companies served	—	40	160	120
Individual Training Grants—Displaced Workers	—	\$19,992,153	\$17,500,000	\$11,170,000 ^(a)
Individuals trained	—	7,188	6,023	3,851
Cost per individual	—	\$2,780	\$2,906	\$2,900
Individual Training Grants—Disadvantaged Workers	—	\$450,000	\$5,000,000	\$3,500,000 ^(a)
Individuals trained	—	306	1,613	1,129
Cost per individual	—	\$3,100	\$3,103	\$3,100
Jobs Training Partnership Act				
Total Enrollments (except Summer Youth Employment Program)	19,500	19,800	20,000	20,000
Total Job Placements (except Summer Youth Employment Program)	6,600	6,900	7,300	7,300
Summer Youth Enrollments	19,200	18,000	19,500	19,500
Early Employment Initiative/Family Development Initiative				
Job Search Participants	—	1,300	1,498	1,572
Obtained Employment	—	585	500	525
Public Sector Labor Relations				
Dispute Disposition				
Balance July 1	2,374	2,875	3,250	3,740
Filed	2,695	2,616	2,785	2,855
Disposed	2,194	2,241	2,295	2,330
Unfair practices and representation	778	782	785	790
Mediation, fact-finding and arbitration	1,068	1,156	1,200	1,225
Scope of negotiation and issue definition	132	134	135	135
Other Formal Decisions	216	170	175	180
Balance June 30	2,875	3,250	3,740	4,265
Appeal Board				
Balance July 1	91	23	8	93
Petitions Filed	12	55	105	20
Disposed	80	40	20	105
Balance June 30	23	38	93	8
Private Sector Labor Relations				
Civilian workforce	3,920,000	3,965,500	3,985,500	3,995,500
Arbitration requests received	1,450	1,347	1,445	1,450
Mediations Conducted	279	253	270	275

	Actual FY 1992	Actual FY 1993	Revised FY 1994	Budget Estimate FY 1995
Strikes	21	12	23	23
Man days lost due to strikes	76,000	63,000	95,000	80,000
Arbitration cases closed	1,505	1,111	1,180	1,225
Arbitration cases pending	1,495	1,251	1,315	1,225

PERSONNEL DATA

Position Data

Filled Positions by Funding Source

State Supported	53	60	54	56
Federal	900	934	895	907
All Other	—	—	50	49
Total Positions	953	994	999	1,012

Filled Positions by Program Class

Vocational Rehabilitation Services	344	346	325	332
Employment Services	563	601	629	631
Public Sector Labor Relations	36	36	35	38
Private Sector Labor Relations	10	11	10	11
Total Positions	953	994	999	1,012

Notes: Actual fiscal years 1992 and 1993 and Revised fiscal year 1994 position data reflect actual payroll counts. The Budget Estimate for fiscal year 1995 reflects the number of positions funded.

(a) Fiscal Year 1995 allocations are tentative and are subject to change.

APPROPRIATIONS DATA
(thousands of dollars)

Year Ending June 30, 1993					Year Ending June 30, 1995			
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	Prog. Class.	1994 Adjusted Approp.	Requested	Recommended
Distribution by Program								
2,777	—	—	2,777	2,776				
500	—	1,401	1,901	1,642	07	2,831	2,447	2,447
544	84	-16	612	521	09	—	—	—
2,374	—	-14	2,360	2,312	10	331	286	286
471	—	11	482	471	16	2,378	2,378	2,378
6,666	84	1,382	8,132	7,722	17	619	619	619
						6,159 ^(b)	5,730	5,730
Distribution by Object								
Personal Services:								
5,224	—	1,464	6,688	6,481		5,204	4,851	4,851
5,224	—	1,464	6,688	6,481		5,204	4,851	4,851
52	—	4	56	47		48	36	36
435	—	119	554	494		531	483	483
33	—	2	35	31		33	33	33
Special Purpose:								
500	—	-245	255	255	09	—	—	—
350	—	—	350	343	10	331	286	286
—	84	—	84	—	10	—	—	—
850	84	-245	689	598		331	286	286
72	—	38	110	71		12	41	41

LABOR

Orig. & (S)Supple- mental	Year Ending June 30, 1993				Prog. Class.	1994 Adjusted Approp.	Year Ending June 30, 1995	
	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended			Requested	Recom- mended
OTHER RELATED APPROPRIATIONS								
<u>14,756</u>	<u>251</u>	<u>—</u>	<u>15,007</u>	<u>14,873</u>		<u>18,056</u>	<u>21,642</u>	<u>14,756</u>
<u>21,422</u>	<u>335</u>	<u>1,382</u>	<u>23,139</u>	<u>22,595</u>		<u>24,215</u>	<u>27,372</u>	<u>20,486</u>
<u>1,440</u>	<u>—</u>	<u>—</u>	<u>1,440</u>	<u>1,440</u>				
<u>1,440</u>	<u>—</u>	<u>—</u>	<u>1,440</u>	<u>1,440</u>		<u>1,440</u>	<u>2,404</u>	<u>1,740</u>
<u>22,862</u>	<u>335</u>	<u>1,382</u>	<u>24,579</u>	<u>24,035</u>		<u>25,655</u>	<u>29,776</u>	<u>22,226</u>
Federal Funds								
—	4,147 26,112 ^R	223	30,482	27,050	Vocational Rehabilitation Services	07	34,246	34,789
—	11 28,872 ^R	-1,064	27,819	27,746	Employment Services	09	33,791	36,354
—	1,831 73,871 ^R	587	76,289	74,434	Employment Development Services	10	82,322	91,879
—	134,844	-254	134,590	129,230	Total Federal Funds		150,359	163,022
All Other Funds								
—	39	—	39	39	Vocational Rehabilitation Services	07	—	—
—	16 247 ^R	—	263	228	REACH Grant Diversion	08	—	—
—	80 13,169 ^R	-70	13,179	13,158	Employment Development Services	10	9,600	9,100
—	13,551	-70	13,481	13,425	Total All Other Funds		9,600	9,100
<u>22,862</u>	<u>148,730</u>	<u>1,058</u>	<u>172,650</u>	<u>166,690</u>	GRAND TOTAL		<u>185,614</u>	<u>201,898</u>

- Notes: (a) Funds for the General Assistance Employment Program are provided by transfer from the Department of Human Services in accordance with the Appropriations Act.
 (b) The fiscal year 1994 appropriation has been adjusted for the allocation of salary program and has been reduced to reflect the transfer of funds to the Employee Benefits accounts.

LANGUAGE PROVISIONS

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

It is further recommended that the amount hereinabove for the Vocational Rehabilitation Services program classification be appropriated from the Unemployment Compensation Auxiliary Fund.

It is further recommended that, notwithstanding the provisions of the "New Jersey Employer—Employee Relations Act," P.L. 1941, c.100, as amended by P.L. 1968, c.303 (C34:13A-1 et seq.), the cost of fact-finding be borne equally by the public employer and the exclusive employee representative.

It is further recommended, pursuant to the provisions of the "1992 New Jersey Employment and Workforce Development Act", P.L.1992, c.43 (C.34:15D-1 et seq.), funds shall be made available to the Department of Labor and the State Employment and Training Commission, subject to the approval of the Director of Budget and Accounting.

It is recommended that the amount hereinabove for the Private Sector Labor Relations program classification be appropriated from the Unemployment Compensation Auxiliary Fund.

<u>54,518</u>	<u>10,242</u>	<u>-1,427</u>	<u>63,333</u>	<u>61,203</u>	Total Appropriation, Department of Labor		<u>51,524</u>	<u>49,802</u>	<u>49,702</u>
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