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# Employment Bulletin

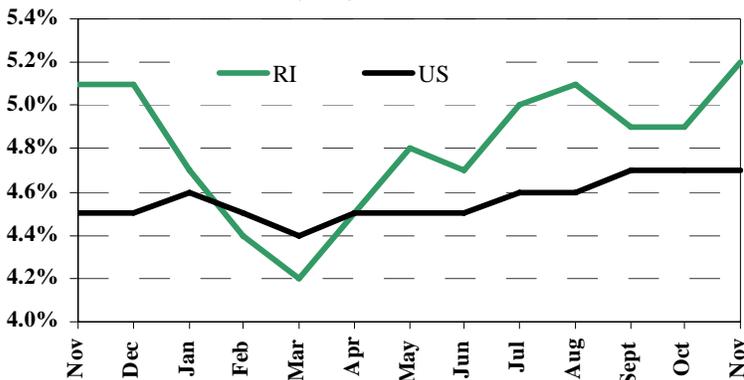
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December 2007

## Rhode Island's Unemployment Rate Rises in November

- ◆ Rhode Island's seasonally adjusted unemployment rate for November climbed 0.3 of a percentage point to 5.2 percent, its highest point since August 2006.
- ◆ Compared to November 2006, the seasonally adjusted unemployment rate is up 0.1 of a percentage point.
- ◆ Rhode Island's unemployment rate was above the US jobless rate, which remained at 4.7 percent for the third straight month.
- ◆ In November, the number of unemployed Rhode Island residents increased by 1,400 to 30,000 from the October level of 28,600. Compared to November 2006, the number of unemployed is up by 500.
- ◆ The number of employed Rhode Island residents declined by 800 over the month to 551,000 in November 2007. Rhode Island resident employment was up by 2,300 from the previous November.

RI & US Unemployment Rates  
Seasonally Adjusted 2006-2007



## 2007 Rhode Island Employee Benefits Report

Employer-provided benefits such as paid time off and medical insurance are an important part of how workers are compensated. However, the frequency and types of benefits offered vary by industry and firm size. Benefits are more common in some industrial sectors than in others, full-time workers are more likely to have access to benefits than part-time workers and workers in larger establishments are more likely to be offered benefits than those in smaller establishments.

Eighty-one percent of Rhode Island firms provide paid time off (combination vacation, personal and sick leave) to their full-time workers and 79 percent offer health insurance to full-time workers. Retirement plans and dental insurance are offered by half of Rhode Island employers. Other benefits offered to full-time workers include life insurance (31%) vision insurance (24%) and tuition reimbursement (21%). Three percent of the Rhode Island employers offer child care benefits to their full-time employees.

While some employers offer the same benefits to their part-time workers, the reality is, those working less than full-time are not as likely to enjoy fringe benefits. One-quarter of Rhode Island employers provide paid (Continued on Page 4)

### UI and TDI Taxable Wage Bases for 2008

The taxable wage base on which employers pay Unemployment Insurance taxes for their employees will remain at \$14,000 for the 2008 year. The Temporary Disability Insurance taxable wage base for the tax year beginning January 1, 2008 will be \$54,400, up from the 2007 base of \$52,100.

### Seasonally Adjusted Labor Force Statistics (in thousands)

	Rhode Island			United States		
	Nov 07	Oct 07	Nov 06	Nov 07	Oct 07	Nov 06
Civilian Labor Force	581.0	580.4	578.2	153,870	153,253	152,449
Resident Employment	551.0	551.8	548.7	146,703	146,007	145,623
Unemployment	30.0	28.6	29.5	7,167	7,245	6,826
Unemployment Rate	5.2%	4.9%	5.1%	4.7%	4.7%	4.5%

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## Rhode Island's Job Count Declines Over the Month

The number of seasonally adjusted non-farm jobs in Rhode Island declined by 300 from October, reducing the job count to 499,300 in November. This represents the first employment decrease in Rhode Island since January 2007.

From October to November of this year, the largest employment losses were reported in the Manufacturing (-500) and Accommodation & Food Services (-300) sectors. Smaller losses of 100 each were noted in the Wholesale Trade and Financial Activities sectors. The reduction in Manufacturing sector employment was mostly attributed to a layoff at a local chemical manufacturer. Within the Accommodation & Food Services sector, losses were noted in restaurants and eating places.

The month's employment decreases were partially offset by job gains of 200 each in the Professional & Business Services sector and the Educational Services sector, along with gains of 100 jobs each in the Construction, Retail Trade, and Information sectors.

From November 2006 to November 2007, Rhode Island jobs grew 3,400, a 0.7 percent increase. The largest annual employment gains in Rhode Island occurred in the Professional & Business Services (+1,500); Construction (+1,100); Health Care & Social Assistance (+800); Arts, Entertainment & Recreation (+700); and Other Services (+600) sectors. The national growth rate for this same period totaled 1.1 percent.

Manufacturing employment experienced the largest over-the-year loss (-1,400), followed by declines in Government (-500), Financial Activities (-400), Wholesale Trade (-200) and Retail Trade (-200).

### Hours and Earnings

In November 2007, production workers in the Manufacturing sector earned \$13.99 per hour. The average hourly production wage was up five cents from October and up 56 cents per hour from a year ago. Manufacturing employees worked an average of 39.4 hours per week in November, down 0.3 of an hour over the month and up 0.2 of an hour since November 2006.

### Establishment Employment in Rhode Island Seasonally Adjusted

	Employment (in thousands)		Net Change
	Nov-07	Oct-07	
	<b>Total Nonfarm</b>	<b>499.3</b>	
Natural Resources & Mining	0.3	0.3	0.0
Construction	24.4	24.3	0.1
Manufacturing	50.3	50.8	-0.5
Wholesale Trade*	16.5	16.6	-0.1
Retail Trade	52.0	51.9	0.1
Transportation & Utilities	11.6	11.6	0.0
Information	11.3	11.2	0.1
Financial Activities	35.8	35.9	-0.1
Professional & Business Services	59.1	58.9	0.2
Educational Services	22.9	22.7	0.2
Health Care & Social Assistance	75.8	75.8	0.0
Arts, Entertainment & Recreation	8.7	8.7	0.0
Accommodation & Food Services	42.9	43.2	-0.3
Other Services	23.5	23.5	0.0
Government	64.2	64.2	0.0

\* State Calculated Estimate

### Manufacturing Employment in Rhode Island Not Seasonally Adjusted

	Employment (in thousands)					Production Worker Averages					
	Nov 07		Oct 07		Nov 06	Weekly Hours			Hourly Earnings		
	Nov 07	Oct 07	Nov 06	Oct 07	Nov 06	Nov 07	Oct 07	Nov 06	Nov 07	Oct 07	Nov 06
<b>Manufacturing</b>	50.9	51.3	52.4	-400	-1500	39.4	39.7	39.2	\$13.99	\$13.94	\$13.43
<b>Durable Goods</b>	33.7	33.7	34.0	0	-300	38.3	39.8	37.4	\$13.99	\$13.97	\$13.36
Fabricated Metal Product Mfg.	7.1	7.1	7.4	0	-300	40.3	40.8	39.0	\$13.12	\$13.09	\$11.99
Computer & Electronic Product Mfg.	4.7	4.7	4.6	0	100	36.8	36.9	35.1	\$14.55	\$14.45	\$14.51
Miscellaneous Manufacturing	9.2	9.3	9.8	-100	-600	35.8	36.1	37.0	\$12.06	\$11.98	\$11.25
Jewelry & Silverware	6.5	6.6	6.9	-100	-400	38.5	38.4	39.7	\$10.70	\$10.65	\$10.42
<b>Non-Durable Goods</b>	17.2	17.6	18.4	-400	-1200	41.4	39.6	42.1	\$13.98	\$13.90	\$13.54
Chemical Manufacturing	3.7	4.0	4.5	-300	-800	40.6	39.9	36.8	\$16.35	\$16.28	\$15.90
Plastics & Rubber Products Mfg.	2.6	2.6	2.8	0	-200	44.7	44.3	43.2	\$14.40	\$14.50	\$14.40

The employment figures in this section are derived from a survey of businesses in Rhode Island and measure the number of jobs in the state. Not seasonally adjusted total nonfarm employment data is available at: [www.dlt.ri.gov/lmi/ces.htm](http://www.dlt.ri.gov/lmi/ces.htm).

Current month's figures are preliminary and subject to change.



## Hospitals

In 2006, the Hospitals subsector employed 23,648 workers, accounting for 31.8 percent of the state's Health Care & Social Assistance jobs. Hospitals is the largest subsector within Health Care & Social Assistance, employing more workers than Ambulatory Health Care Services (22,196), Nursing & Residential Care Facilities (17,984), and Social Assistance (10,608).

The state's private sector Hospitals increased their employment by 10.1 percent, or 2,178 jobs, between 2001 and 2006. This was the second largest job growth reported on an absolute basis (trailing Ambulatory Health Care Services, +3,354) and

the third largest percentage growth among Health Care & Social Assistance's four subsectors. During this period, employment in Hospitals grew at a slower rate than in Health Care & Social Assistance (+12.1%) as a whole but increased faster than the private sector (+3.1%) average.

Hospitals have reported employment growth in each year since 2001. In 2002, the subsector added 267 jobs (+1.2%) to the local economy, followed by much larger gains of 553 jobs (+2.5%) in 2003; 424 jobs (+1.9%) in 2004; and 492 jobs (+2.2%) in 2005. During this period, annual rates of job growth in Hospitals have generally trailed that of the Health Care & Social Assistance industry sector as a whole. The one exception was in 2005, when Hospitals employment grew by 2.2 percent compared to 1.8 percent for the entire industry sector.

In 2006, Hospital employees earned an annual average wage of \$45,645, roughly \$540 less than Ambulatory Health Care Services (\$46,186) workers but significantly more than Nursing & Residential Care Facilities (\$26,372) and Social Assistance (\$20,859) workers. The 2006 annual average wage for Hospital workers was \$8,000 more than Health Care & Social Assistance's average wage of \$37,618 and \$6,900 more than the private sector average of \$38,732.

### Occupations Commonly Found in Hospitals

<u>Occupations</u>	<u>Median Wage</u>
Medical & Health Services Managers	\$38.87
Registered Nurses	\$28.99
Medical & Clinical Laboratory Technologists	\$27.57
Radiologic Technologists & Technicians	\$26.19
Medical Scientists, Except Epidemiologists	\$24.03
Licensed Practical & Licensed Vocational Nurses	\$21.82
Mental Health & Substance Abuse Social Workers	\$19.47
Medical Secretaries	\$14.57
Medical Assistants	\$13.02
Nursing Aides, Orderlies, & Attendants	\$12.14

## Characteristics of the Insured Unemployed

In November 2007, 40 percent of Rhode Island's unemployed workers were eligible to collect Unemployment Insurance (UI) benefits. Numbering 10,984 people, these "insured unemployed" accounted for 2.0 percent of the state's total employed (unadjusted). More than 27 percent (2,978) of the Ocean State's insured unemployed faced long-term unemployment, defined as collecting unemployment benefits for more than fourteen weeks.

On an industry basis, 15.2 percent (1,674) of the State's insured unemployed workers came from the Manufacturing sector. There were also 1,326 individuals with an attachment to the Construction sector, accounting for 12.1 percent of all insured unemployed workers. An additional 10.8 percent (1,190) of those collecting UI benefits in November had worked in the Construction sector. Large numbers of insured unemployed were also reported in Finance & Insurance (1,021), Health Care & Social Assistance (1,021) and Administrative & Waste Services (933). For more information, go to [www.dlt.ri.gov/lmi/uiadmin/characteristics.htm](http://www.dlt.ri.gov/lmi/uiadmin/characteristics.htm).

### Characteristics of the Insured Unemployed, November 2007

	Total	Long-Term	Percent Long-Term
<b>Total</b>	<b>10,984</b>	<b>2,978</b>	<b>27.1%</b>
Male	5,955	1,379	23.2%
Female	5,029	1,599	31.8%
<b>Selected Industries</b>	<b>10,984</b>	<b>2,978</b>	<b>27.1%</b>
Construction	1,326	170	12.8%
Manufacturing	1,674	510	30.5%
Wholesale Trade	456	142	31.1%
Retail Trade	1,190	371	31.2%
Transportation & Warehousing	260	47	18.1%
Information	127	42	33.1%
Finance & Insurance	1,021	352	34.5%
Real Estate	225	62	27.6%
Professional & Tech. Services	522	147	28.2%
Administrative & Waste Services	933	197	21.1%
Educational Services	253	111	43.9%
Health Care & Social Assistance	1,021	351	34.4%
Arts, Entertainment & Recreation	269	49	18.2%
Accommodation & Food Services	758	167	22.0%
Other Services	347	112	32.3%
Public Administration	106	37	34.9%

### Consumer Price Index for All Urban Consumers

				% Change
	Nov 07	Oct 07	Nov 06	Prev. Year
All Items	210.2	208.9	201.5	4.3%

Source: U.S. Dept. of Labor, Bureau of Labor Statistics

## 2007 Rhode Island Employee Benefits Report

(Continued from Page 1)

time off, nearly 20 percent offer a retirement plan and 10 percent offer health insurance to their part-time workers. Less than 10 percent offer benefits such as dental (9%), vision (4%) or life (5%) insurance or tuition reimbursement (7%) to these workers.

Larger establishments are more likely to offer health insurance and retirement plans than smaller establishments. Over 90 percent of the employers with 100 or more workers offer health insurance and retirement plans as a benefit, while 75 percent of the employers with less than 20 workers offer health insurance and just 45 percent offer retirement plans. Variations in benefits provided were also evident at the sector level with employers in the Utilities sector the most likely to offer benefits to their full-time workers, while those in the Construction sector were generally the least likely to offer benefits.

For a copy of the complete *2007 Rhode Island Employee Benefits Report*, visit our website at [www.dlt.ri.gov/lmi/ebs.htm](http://www.dlt.ri.gov/lmi/ebs.htm).

### Hourly Minimum Wages in New England as of January 1, 2008

Connecticut	\$7.65
Maine	\$7.00
Massachusetts	\$8.00*
New Hampshire	\$6.50
Rhode Island	\$7.40
Vermont	\$7.68*

\*Rate increase as of 1/1/08.

### City & Town Unadjusted Unemployment Rates for November

	2007	2006		2007	2006
Barrington	3.6	3.5	Newport	4.3	4.4
Bristol	4.1	4.0	North Kingstown	4.1	3.6
Burrillville	4.1	4.3	North Providence	4.8	4.5
Central Falls	5.8	6.2	North Smithfield	4.1	4.7
Charlestown	4.3	4.3	Pawtucket	5.4	5.6
Coventry	4.5	4.0	Portsmouth	3.6	3.7
Cranston	4.8	4.6	Providence	5.7	5.6
Cumberland	4.2	4.2	Richmond	2.6	2.9
East Greenwich	4.6	4.4	Scituate	4.3	4.3
East Providence	5.0	4.9	Smithfield	4.3	3.9
Exeter	3.7	4.2	South Kingstown	4.0	3.9
Foster	4.4	4.5	Tiverton	4.2	4.8
Glocester	3.5	3.2	Warren	4.4	4.8
Hopkinton	4.0	4.0	Warwick	4.7	4.2
Jamestown	3.3	3.4	West Greenwich	4.3	3.0
Johnston	5.0	5.1	West Warwick	5.0	4.7
Lincoln	4.4	3.7	Westerly	4.0	4.2
Little Compton	4.2	3.9	Woonsocket	5.4	5.0
Middletown	3.9	4.1			
Narragansett	3.6	3.2	State of R.I.	4.7	4.6
New Shoreham	8.3	8.7	United States	4.5	4.3

### Workforce Regulation/Occupational Safety Free Seminar

The Occupational Safety Division of the Department of Labor and Training enforces mandated health and safety standards for devices such as boilers and elevators; for hazardous substances; and for public buildings and educational facilities. Discover the proper use, storage and record keeping for hazardous substances. Understand how you are responsible for the health and safety of your employees, customers and the general public. Learn about trade license requirements and the mandated 10-hour construction safety program. Understand how apprenticeship programs may assure a skilled workforce for the future.

Tuesday, January 29, 2008 9:00 AM - Noon  
Registration is 8:30 AM Sharp  
Department of Labor & Training, 1511 Pontiac Avenue, Cranston, RI

Pre-registration is required. Call 1-888-616-Jobs to register. Visit [www.dlt.ri.gov/EmployerSeminars.htm](http://www.dlt.ri.gov/EmployerSeminars.htm) for more information.

### Unemployment Insurance Claims Activity

	Nov 2007	Oct 2007	Nov 2006	% Change		Year to Date		
				Oct 07	Nov 06	2007	2006	% Change
Initial Claims	6,352	5,430	5,751	17.0%	10.5%	71,626	66,422	7.8%
Number of Payments	42,552	46,254	35,804	-8.0%	18.8%	587,433	536,637	9.5%
Amount of Payments (gross millions)	\$15.5	\$16.7	\$12.2	-7.2%	27.0%	\$204.6	\$178.3	14.8%
Exhaustions (Final Payments)	1,131	1,323	1,020	-14.5%	10.9%	13,701	12,800	7.0%

**R.I. DEPARTMENT OF LABOR AND TRAINING**  
**2008 UI AND TDI QUICK REFERENCE**  
(Effective January 1, 2008)

	<b>UNEMPLOYMENT INSURANCE</b>	<b>TEMPORARY DISABILITY INSURANCE</b>
<b>TAXABLE WAGE BASE</b>	\$14,000	\$54,400
<b>TAX SCHEDULES/TAX RATES</b> Employment Security Job Development Assessment (JDA)	Schedule I: 1.90% to 10.0% 1.69% to 9.79% 0.21%	1.3% Deducted from Employee's Wages
<b>NEW EMPLOYER RATE</b>	2.43% (+0.21%JDA)	NONE (Employee Tax)
<b>EMPLOYEE WAGE DEDUCTION</b>	NONE (employer payroll tax)	1.3% of first \$54,400 earned
<b>WAITING PERIOD</b>	7 days	7 days (paid retroactively if customer out for 28 consecutive days or more)
<b>BASE PERIOD</b>	The first four of the last five completed calendar quarters prior to claim; or last 4 completed quarters if needed to meet minimum earnings requirement.	
<b>ELIGIBILITY - MONETARY</b> Based on a Minimum Wage of \$7.40/hour.	\$8,880 in base period wages; or \$1,480 in one of the base period quarters and total base period wages of at least 1.5 times the highest quarter earnings, and total base period earnings of at least \$2,960.	
<b>ELIGIBILITY - NONMONETARY</b>	Worked for a subject employer and unemployed through no fault.	Worked for a subject employer and have medically certified disability.
<b>WEEKLY BENEFIT RATE</b>	4.62% of total high quarter wages in base period.	
<b>MIN. WEEKLY BENEFIT AMOUNT</b>	\$68 per week	\$69 per week
<b>MAX. WEEKLY BENEFIT AMOUNT</b>	\$513 per week	\$652 per week
<b>DEPENDENT'S ALLOWANCE</b>	Greater of \$10 or 5% of weekly benefit rate (up to 5 depts.)	Greater of \$10 or 7% of weekly benefit rate (up to 5 depts.)
<b>MAX. WEEKLY BENEFIT AMOUNT WITH MAX. 5 DEPENDENTS</b>	\$641 per week	\$880 per week
<b>MAXIMUM DURATION</b>	26 weeks	30 weeks
<b>REASONS FOR DENIAL OF BENEFITS</b>	Quit without good cause; fired for misconduct; refusal of suitable work; labor dispute (except lock-out); insufficient earnings in base period.	No medical certification; insufficient earnings in the base period. Receipt of unemployment or workers' compensation benefits.
<b>BENEFIT APPLICATIONS</b>	Call (401) 243-9100 to file.	Call (401) 462-8420 for application