

[www.doli.state.mn.us/](http://www.doli.state.mn.us/)

**AT A GLANCE**

The Department of Labor and Industry:

- administers wage and safety laws affecting Minnesota’s 2.9 million employees and 163,000 employers;
- oversees workers’ compensation claims and benefit payments for approximately 95,000 injuries annually;
- conducts almost 160,000 construction inspections each year;
- issues 128,000 licenses and registrations annually; and
- monitors more than 10,000 registered apprenticeships.

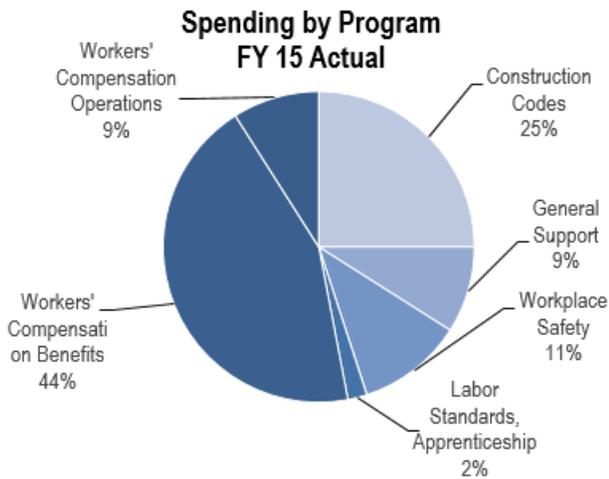
**PURPOSE**

The mission of the Department of Labor and Industry (DLI) is to ensure Minnesota’s work and living environments are healthy, safe and equitable. Our agency provides and enforces reasonable and uniform standards for Minnesota buildings and construction professionals. We also ensure workers’ compensation benefits are provided to injured workers quickly and efficiently, and at a reasonable cost to employers. In addition, we ensure workers receive appropriate wages and work to promote work-based career development through registered apprenticeships. Our agency also monitors combative sporting events in Minnesota so they are operated safely and fairly.

Through these activities, DLI contributes to the following statewide outcomes:

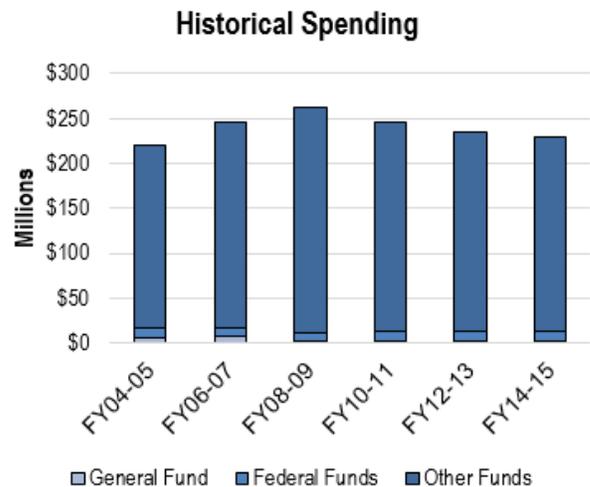
- **people in Minnesota are safe;**
- **families and communities are strong and stable;**
- **a thriving economy encourages business growth and employment opportunities.**

**BUDGET**



*DLI spends 44 percent of total agency receipts on providing benefits to injured workers.*

Source: SWIFT



*DLI's revenues mostly comprise special revenues, such as the workers' compensation assessment, construction code inspection and licensure fees, permits and other such revenues.*

Source: Consolidated Fund Statement

**The Workers' Compensation Division** is funded through an appropriation from the workers' compensation fund. The revenues are collected through an insurer premium surcharge and self-insured assessment. Workers' compensation benefits are paid on behalf of employees of uninsured and bankrupt self-insured employers. Reimbursements to insurers and self-insured employers under the supplemental benefits and second-injury programs make up the bulk of benefit payments.

**The Workplace Safety Program** is funded with federal grants and state matching funds. The Occupational Safety and Health Administration (OSHA) Compliance activity receives a 50 percent federal funding level. There is a 90 percent federal funding level for the OSHA Workplace Safety Consultation activity. Matching funds are provided through an appropriation from the workers' compensation fund.

**The Construction Codes and Licensing Division** is funded through a special revenue fund, the Construction Code Fund which is part of the State Government Special Revenue Fund, and operates on a fee-for-service basis. Fees are collected from industry stakeholders and deposited in the Construction Code Fund established in the state treasury.

**The Labor Standards unit** is financed by an appropriation from the general fund. The unit also collects back-wages owed to employees by employers, which are given to the employees; DLI does not retain these funds.

**The Apprenticeship unit** is funded by an appropriation from the workforce development fund.

**The General Support Division** is financed by an appropriation from the workers' compensation fund and by indirect cost revenue recovered from the agency's other programs.

## STRATEGIES

To accomplish its mission, DLI uses the following strategies.

- **Dispute resolution:** Provide prompt and fair resolution of workers' compensation disputes.
- **Workplace safety:** Focus OSHA inspection and consultation resources where data indicates the greatest potential for improving workplace safety and health.
- **Education:** Educate employers and workers so they understand their rights and responsibilities under Minnesota labor standards, workers' compensation and OSHA laws.
- **Continuous improvement:** Improve efficiency and customer service by increasing the use of electronic processing of permits, licenses and other filings.
- **Workforce development:** Work with Minnesota employers and others to develop apprenticeship opportunities.

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The Department of Labor and Industry's legal authority comes from Minnesota Statutes, chapters 175-178, 181-182, 184, 184B, 326B, 327 and 327B.

**Program: Workers' Compensation**

[www.dli.mn.gov/WorkComp.asp](http://www.dli.mn.gov/WorkComp.asp)

**AT A GLANCE**

In fiscal year 2015, the Workers' Compensation Division:

- resolved more than 4,800 disputes involving insurers, employers, employees, vocational rehabilitation providers and health care providers;
- conducted 850 mandatory coverage investigations;
- proactively contacted 6,500 new businesses to educate them about workers' compensation laws;
- maintained more than two million workers' compensation files; and
- provided vocational rehabilitation and placement services to more than 200 injured workers each month.

**PURPOSE & CONTEXT**

Workers' compensation ensures proper benefits and services are delivered to injured workers quickly and efficiently, and at a reasonable cost to employers. The division educates employers and employees about Minnesota's workers' compensation laws and enforces those laws. It also administers the Special Compensation Fund, which provides benefits to injured workers whose employers failed to carry workers' compensation insurance. The division provides alternative dispute resolution to quickly and cost-effectively resolve workers' compensation disputes.

**SERVICES PROVIDED**

The Workers' Compensation Division provides services in four primary areas through its four work units:

1. Alternative Dispute Resolution;
2. Compliance, Records and Training;
3. Special Compensation Fund; and
4. Vocational Rehabilitation.

The division:

- educates employees and employers about their rights and responsibilities under workers' compensation laws;
- provides mediation, ombudsman assistance and other dispute-resolution services;
- provides workers' compensation benefits to injured workers whose employers did not carry workers' compensation insurance;
- collects and maintains records pertaining to all workers' compensation injuries in Minnesota with claimed wage-loss or permanency; and
- provides vocational rehabilitation services to injured workers.

The Workers' Compensation Division is funded through an appropriation from the workers' compensation fund. The revenues are based on the forecasted funding liability and collected through both an insurer premium surcharge paid by insurers and a self-insured assessment paid by self-insured employers. Workers' compensation benefits are paid on behalf of employees of uninsured and bankrupt self-insured employers. Reimbursements to insurers and self-insured employers under the supplemental benefits and second-injury programs make up the bulk of benefit payments.

## RESULTS

<i>Type of measure</i>	<i>Description of measure</i>	<i>Previous</i>	<i>Current</i>	<i>Fiscal years</i>
Quantity	Workers' compensation benefits paid by division	\$64.1M	\$49.5M	2011, 2015 <sup>1</sup>
Quality	Electronically submitted first reports of injury	8,949	30,179	2011, 2015 <sup>1</sup>
Result	Mediated sessions that resulted in dispute resolution	89%	80%	2011, 2015 <sup>1</sup>
Result	Workers' compensation administrative expense per \$100 of payroll	\$.022	\$.020	2012, 2015 <sup>1</sup>

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Minnesota Statutes, chapter 176, provides the legal authority for this program's activities.

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<sup>1</sup>These dates show the change during the most recent five-year period available.

**Program: Workplace Safety**

[www.dli.mn.gov/MnOsha.asp](http://www.dli.mn.gov/MnOsha.asp)

**AT A GLANCE**

Each year, on average, the Minnesota Occupational Safety and Health Administration (MNOSHA):

- conducts almost 3,000 compliance inspections;
- assists employers through 1,400 consultation visits;
- responds to 650 employee complaints;
- investigates 20 workplace fatalities;
- provides safety grants for 200 employer safety projects;
- presents safety and health outreach to 3,100 participants;
- works with 100 voluntary partnerships and alliances with employers; and
- affects the safety and health of 2.8 million workers at 168,000 Minnesota worksites.

**PURPOSE & CONTEXT**

The goal of MNOSHA is that every employee returns home safe and healthy at the end of each working day. MNOSHA believes workplaces must share a commitment to workplace safety by employers, employees and their authorized representatives. MNOSHA focuses on regulation through its Compliance unit and on assistance through its Workplace Safety Consultation unit, helping industries with the highest injury and illness rates. MNOSHA is a state plan, one of 28 states and territories authorized by Congress to administer an occupational safety and health program “at least as effective as” the federal OSHA program.

**SERVICES PROVIDED**

MNOSHA keeps Minnesota employees and workplaces safe by:

- conducting planned compliance inspections focused on high-hazard industries;
- investigating workplace fatalities, serious injuries and catastrophic events;
- responding to complaints by employees about unsafe conditions at their workplace;
- reviewing employee’s protected rights after alleged improper termination or other adverse action;
- providing training and outreach to employee, employer and citizen groups about safety and health topics;
- making consultation visits to employers that request assistance about how to make their workplaces safer;
- working cooperatively with employers through voluntary prevention programs and partnerships; and
- issuing safety grants to help employers boost their safety and health programs.

**RESULTS**

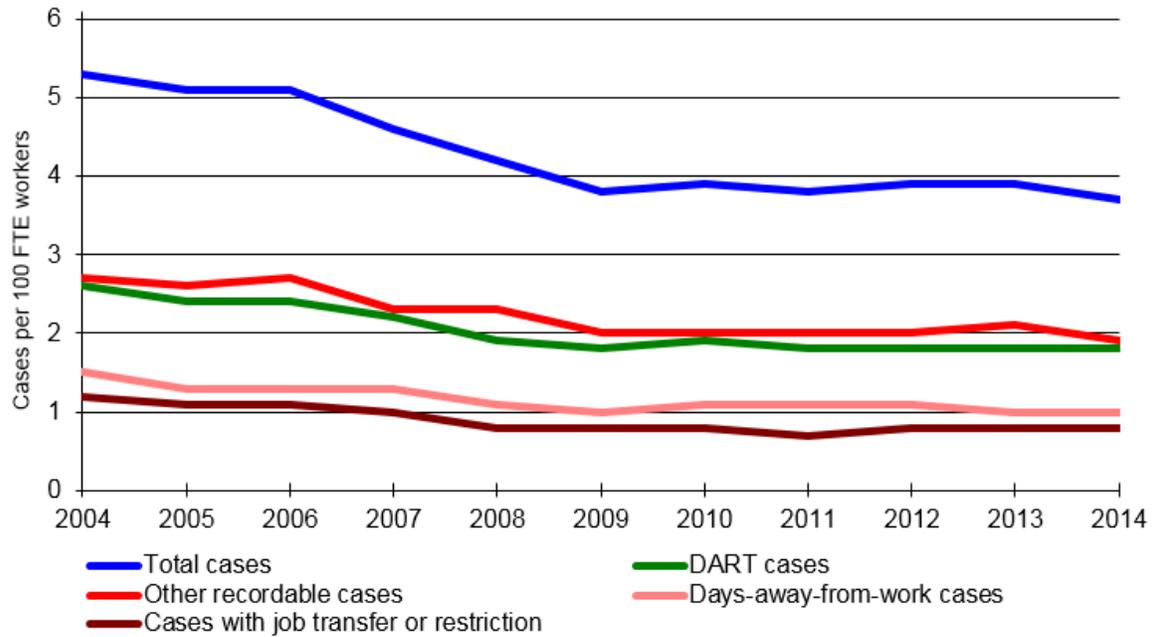
**Fatal occupational injuries per 100,000 full-time-equivalent workers, 2014**

State	Fatality rate		
	2014	2013	2012
Minnesota	2.3	2.6	2.3
Wisconsin	3.5	3.5	4.0
Iowa	6.0	4.7	6.6
South Dakota	7.2	6.7	6.7
North Dakota	9.8	14.9	17.7

This is important because it shows a lower percentage of employees are dying from work-related injuries in Minnesota than in neighboring states. It demonstrates the success of the MNOSHA program.

The following chart shows the change in injury and illness rates during a 10-year period. The chart graphically demonstrates employee injury and illness rates are dropping and demonstrates evidence of the success of MNOSHA's efforts.

**Injury and illness case incidence rates, Minnesota, 2004-2014**



Note: "DART" cases are days away from work or job restriction or transfer.

Minnesota Statutes, chapter 182, provides the legal authority for this program's activities. As a state plan, Minnesota OSHA primarily enforces 29 CFR 1908, 1910 and 1926, and Minnesota Rules 5205 through 5208, 5210 and 5215.

**Program: Construction Codes and Licensing**

[www.dli.mn.gov/Ccld.asp](http://www.dli.mn.gov/Ccld.asp)

**AT A GLANCE**

The Construction Codes and Licensing Division annually:

- issues or renews 128,000 personal and business licenses;
- administers 9,000 license exams;
- completes 3,000 building plan reviews;
- issues 120,000 construction permits; and
- performs 157,000 inspections.

**PURPOSE & CONTEXT**

The Construction Codes and Licensing Division (CCLD) works to protect the health, safety and welfare of the public by providing reasonable, uniform and balanced standards for Minnesota’s buildings and construction professionals. This provides for the safety of the people of Minnesota and fosters a competitive construction economy that encourages business growth and employment opportunity.

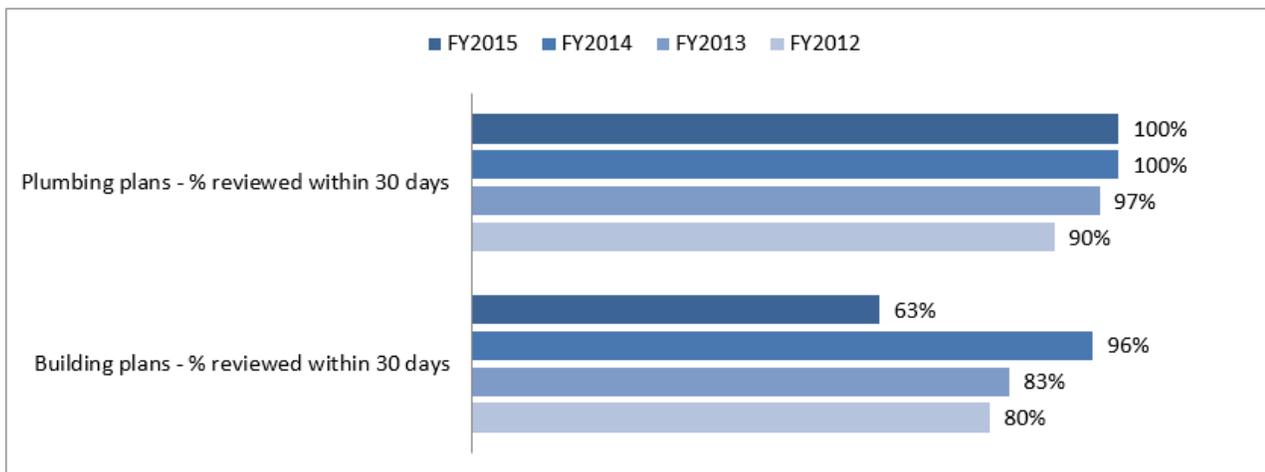
**SERVICES PROVIDED**

CCLD performs the following services to protect the health, safety and welfare of the public.

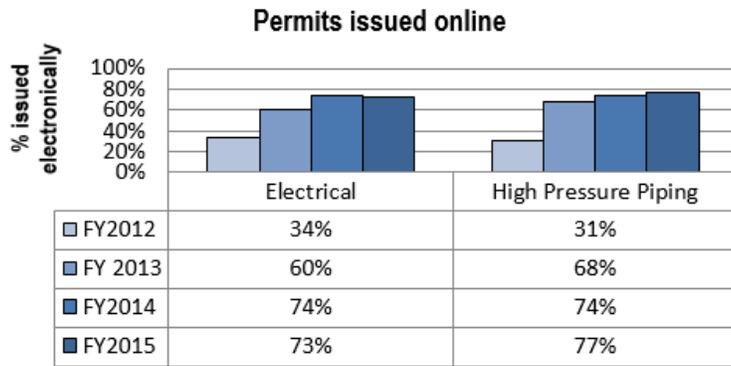
- Code adoption and administration: Assures building safety through a comprehensive and effective process of code adoption and uniform statewide code administration.
- Licensing: Assesses the qualifications of construction professionals and protects consumers and workers through contractor licensing.
- Plan review: Reviews construction plans for state-owned and state-licensed facilities, plumbing installations and manufactured structures in a timely manner to ensure safe, code-compliant buildings that result in value for the owner.
- Construction permitting: Expedites safe building construction through the efficient processing of permits.
- Inspection services: Provides for the competent inspection of all building construction work under the authority of the state and regularly ensures the safe and operational integrity of elevators and boilers.
- Enforcement: Provides fair and balanced enforcement to achieve compliance with licensure and code requirements.
- Outreach and education: Fosters and promotes safe, accessible and energy-efficient building design and construction through outreach and education to construction professionals and the public.

**RESULTS**

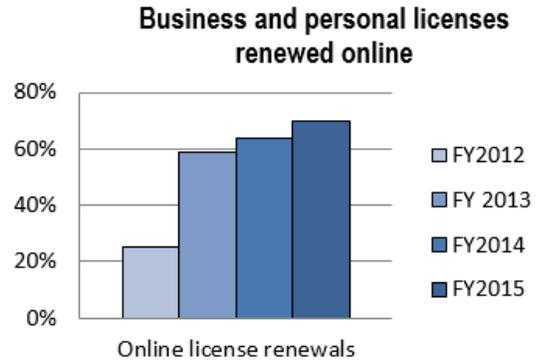
Plan review results: Construction plans for state-owned and state-licensed facilities are reviewed in a timely manner. This is a quantity measure.



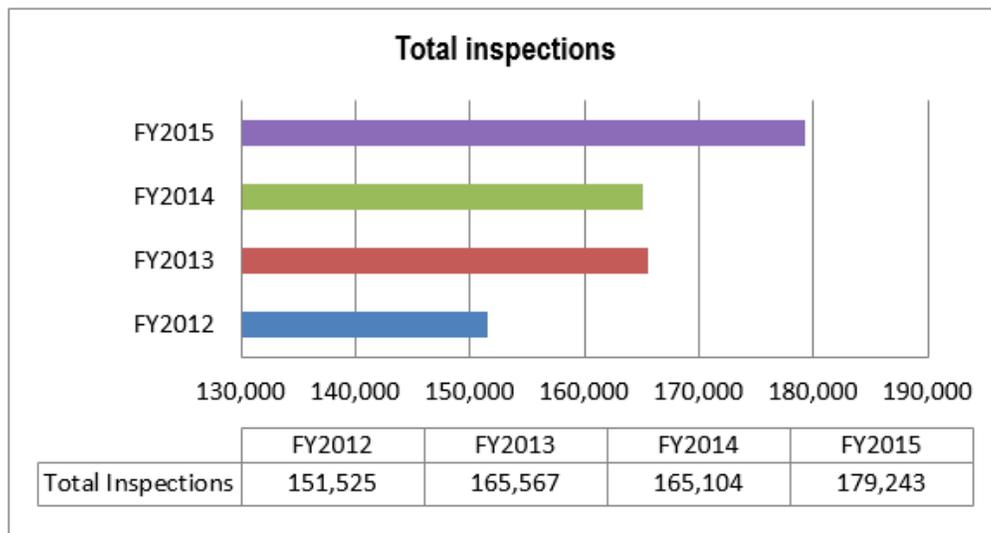
Permits, licenses and inspections: Permits and occupational license renewals are available for online processing for customer convenience and speedier processing.



**Quantity:** Number of permits issued online



**Quantity:** Number of online license renewals



**Quantity:** Number of high-pressure piping, boiler, elevator, plumbing, electrical and building construction inspections performed.

Minnesota Statutes, chapter 326B, provides the legal authority for all programs within the Construction Codes and Licensing Division.

**Program: General Support**

<http://www.dli.mn.gov/OverviewGS.asp>

**AT A GLANCE**

In fiscal year 2016, the unit:

- supported approximately 430 agency employees located statewide;
- administered a \$143 million annual budget;
- facilitated nearly 6.5 million web hits;
- had more than 48,500 subscribers to Department of Labor and Industry (DLI) electronic publications;
- represented DLI programs in more than 115 legal cases;
- responded to 120 requests for statistical data;
- ensured 99 percent of DLI employees received a performance review;
- ensured 100 percent of DLI employees have current position descriptions; and
- conducted diversity and inclusion employee focus groups to gather ideas for attracting, recruiting, hiring and retaining a diverse workforce at DLI.

**PURPOSE & CONTEXT**

The General Support Division provides leadership and support to agency programs so they can be successful. Activities are customized to meet the unique needs of each activity while assuring adherence to statewide and agency standards for performance, management and documentation of decisions. Critical goals are to:

- develop and adhere to operating policies and services that meet or exceed statewide standards and policies;
- offer support services within the agency to meet particular programs goals as efficiently as possible while adhering to accepted audit standards;
- manage agency resources in as transparent a manner as possible to assure stakeholders our stewardship of their investments is sound; and
- create opportunities for electronic government transactions to assure existing resources can meet the needs of Minnesota's citizens.

This division serves agency programs that focus on the needs of workers, builders, building owners and employers in Minnesota.

**SERVICES PROVIDED**

The General Support Division strives to provide effective and efficient services and offer solutions to support agency programs. This is accomplished by each unit as follows.

- Communications: provides stakeholder outreach through the website and publications; promotes the work and services of the department.
- Financial Services: protects and ensures accountability for the financial resources entrusted to the department.
- Human Resources: recruits, assesses employee development needs and assists in retaining needed skill sets. Also provides services that promote a healthy, productive and respectful work environment and promotes diversity goals in all EEOC Job Groups for people with a disability.
- Office of Combative Sports: ensures combative events are conducted to minimize injuries and ensures fair competition.
- Office of General Counsel: provides legal advice to the department and advocates for the agency in enforcement and other administrative proceedings.
- Research and Statistics: collects, analyzes and reports workplace safety, workers' compensation and workplace standards data to inform decisionmakers and the public.
- DLI maintains its information technology services through a service-level agreement with MN.IT Services.

These infrastructure services provide agency support that enables programs to focus on their mission and achieve agency goals.

## RESULTS

<b><i>Type of Measure</i></b>	<b><i>Name of Measure</i></b>	<b><i>Previous</i></b>	<b><i>Current</i></b>	<b><i>Dates</i></b>
Quantity	Percentage of accounts payable paid promptly	99.04%	99.08%	2014, 2015
Quality	Percentage of position descriptions that are current and performance appraisals that were timely completed	98.6%	99.5%	2014, 2016

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Minnesota Statutes, chapters 176, 16A, 43A and 341, provide authority for this program's activities.

**Program: Labor Standards and Apprenticeship**

[www.dli.mn.gov/LaborLaw.asp](http://www.dli.mn.gov/LaborLaw.asp) and [www.dli.mn.gov/Appr.asp](http://www.dli.mn.gov/Appr.asp)

**AT A GLANCE**

In 2015, the Labor Standards unit:

- recovered \$655,000 in final wages for 1,114 workers;
- completed 400 wage and hour investigations and collected \$386,000 in back wages for 7,317 workers;
- completed 53 prevailing-wage investigations and collected \$86,000 in back wages for 40 workers; and
- completed 79 on-site project reviews of state-funded construction.

In 2015, the Apprenticeship unit:

- registered 4,458 new apprentices, including 735 minorities and 126 females;
- assisted 210 registered apprenticeship program sponsors; and
- conducted 57 program reviews and 114 technical assistance visits to sponsors.

**PURPOSE & CONTEXT**

The Department of Labor and Industry's (DLI's) Labor Standards unit protects Minnesota's economy by ensuring workers are paid correctly and workplace rights and responsibilities are enforced. It conducts outreach and investigations to ensure compliance with Minnesota's Fair Labor Standards laws, including minimum wage, prevailing wage, pregnancy and parental leave, and child labor.

DLI's Apprenticeship unit supports Minnesota's economy as it fosters and promotes work-based career development through registered apprenticeship programs that provide structured training to develop a skilled workforce.

**SERVICES PROVIDED**

The Labor Standards unit:

- protects workers and promotes compliance through enforcement of wage, hour and payment laws, including minimum wage, overtime, child labor, women's economic security and prevailing wage;
- provides outreach and training through its child labor initiative to educate employers, schools and parents to protect youth in the workplace;
- provides outreach and education to employers and workers about the state's minimum wage law passed in 2014 and annual wage-rate changes associated with that legislation;
- conducts outreach and enforcement efforts related to the Women's Economic Security Act that includes protections for pregnancy accommodation, pregnancy and parenting leave, sick and safe leave, nursing mothers and wage disclosure; and
- conducts an annual prevailing-wage survey to establish wage rates for workers on publicly funded construction projects.

The Apprenticeship unit:

- engages and assists employers and associations in developing registered apprenticeship programs to recruit, train and retain a highly skilled workforce;
- conducts ongoing technical assistance and compliance activities to ensure each program delivers the training, instruction and rigor outlined in its standards registered with the department;
- engages various community-based organizations, labor groups, employers and associations to foster and promote greater ethnic, racial, gender and veteran participation in registered apprenticeship programs;
- assists registered apprenticeship programs in developing personalized outreach and diversity recruiting plans;
- assists workers and apprentices in connecting with apprenticeship resources;
- develops and supports introductions to construction careers programs for youth, including Construct Tomorrow; and

- fosters and promotes the expansion of registered apprenticeship programs in health care, manufacturing and other industries.

## RESULTS

### Labor Standards

<b>Type of Measure</b>	<b>Name of Measure</b>	<b>Previous</b>	<b>Current</b>	<b>Calendar years</b>
Quantity	Minnesotans directly served by the Labor Standards unit	50,350	111,404	2014, 2015
Quantity	Dollar value of wages recovered	\$1,072,422	\$1,128,765	2014, 2015
Quality	Percentage of findings letters sent within 180 days of opening a Labor Standards investigation	64%	80%	2014, 2015
Quantity	Number of Women's Economic Security Act investigations completed	22	24	2014, 2015

### Apprenticeship

<b>Type of Measure</b>	<b>Name of Measure</b>	<b>Previous</b>	<b>Current</b>	<b>Fiscal years</b>
Quantity	Number of registered apprentices	8,534	10,571	2014, 2015
Quantity	Number of registered apprenticeship programs	196	210	2014, 2015
Quantity	Number of new apprentice registrations	3,453	4,458	2014, 2015
Quantity	Percentage of active registered apprentices – female	6.7%	6.7%	2014, 2015
Quantity	Percentage of active registered apprentices – minority	18%	19.5%	2014, 2015
Quantity	Percentage of active registered apprentices – veteran	3.7%	4.3%	2014, 2015

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Minnesota Statutes, chapters 177, 178 and 181, provide authority for this program's activities. Minnesota Statutes §§ 177.21-.35 (Minnesota Fair Labor Standards Act), 177.41-.44 (Prevailing Wage Act), 178 (Apprenticeship Training Act, in accordance with 29 Code of Federal Regulations part 29 and part 30), 181.01-.171 (Payment of wages), 181.940-.944 (Parenting leave, Women's Economic Security Act) and 181A (Child Labor Standards Act).