

ALABAMA DEPARTMENT OF LABOR

Employment Services
Unemployment Compensation
Labor Market Information
Hearings and Appeals
Workers' Compensation
Inspections

*The graphic shows students enrolled in
Work-Based Learning programs.*



2018 ANNUAL REPORT

Secretary Fitzgerald Washington



Letter to the Governor
The Honorable Kay Ivey
Governor of Alabama

Dear Governor Ivey,

2018 proved to be a successful and productive year for the Department of Labor. Over the year, we continued to see our unemployment rate improve, reaching record lows, and saw more people than ever before working in Alabama.

We continued to host regional job fairs during the year, with fairs being held in Montgomery, Birmingham, Huntsville, and Mobile. Nearly 6,000 jobseekers attended the fairs, and more than 400 employers participated. We worked closely with other state agencies, local governments, economic developers, employers, and regional workforce commissions, making these fairs truly collaborative events. We are continuously learning of success stories resulting from these events, and will continue these efforts in 2019.

Two of these events were designed to reach specific groups of jobseekers, those who face barriers to employment, such as previous incarcerations or addiction issues, and those with disabilities. The first “Second Chance” Job Fair was held in Birmingham and proved to be a great success, with other cities hosting their own events based on our template. The 2nd Annual Governor’s Job Fair for People with Disabilities was held in Huntsville, and represented a great collaboration between many state agencies.

Employment continued to improve in 2018, with Alabama’s economy supporting 2,072,600 jobs, the most recorded in history! We again surpassed economists’ predictions, adding 44,300 jobs from December 2017 through December 2018. Economists predicted the state would add 27,000 jobs for the entire year! The majority of the increase was attributed to hiring in the professional and business services and manufacturing sectors.

Nearly every month in 2018 saw us reporting a new record employment metric. We saw consecutive increases and record highs in the number of people working this year, ending with 2,130,194 people counted as employed in December.

Our Career Centers reflected this improvement in the economy with more than 86,000 new registrants and 300,000 Alabamians served. Alabama JobLink, the state’s free online jobs database, registered more than 235,000 new job orders representing more than 317,000 job openings.

More than 82,000 jobseekers entered employment after receiving services through the Career Centers, representing nearly two-thirds of the jobseekers exiting the labor exchange system. Close to 71% were found to still be employed six months after exiting the system, with average earnings of \$17,008 per year.

Alabama's veteran unemployment remained low in 2018, registering at 3.0% (12 month rolling average) in December. Our Jobs for Veterans State Grants (JVSG) staff provided services to 1,552 veterans.

The Alabama Unemployment Insurance Trust Fund has a healthy balance of \$642 million, representing an increase of \$70 million over 2017. We collected more than \$214 million in unemployment insurance taxes in 2018. Due to a memorandum of understanding established with the U.S. Department of Labor in 2015, we have identified 2,193 misclassified workers and more than \$18 million in misclassified wage dollars.

ADOL will continue to provide services to those Alabamians who need us the most, the unemployed and underemployed. Our staff is dedicated to upholding our efficient and professional service standards.

I present the 2018 Alabama Department of Labor Annual Report, which reflects a high level of commitment to positive, proactive, and ongoing efforts to adapt to ever-changing times and to position Alabama for the future.

Sincerely,

A handwritten signature in cursive script that reads "Fitzgerald Washington".

Fitzgerald Washington, Secretary

ALABAMA DEPARTMENT OF LABOR ORGANIZATIONAL CHART



SECRETARY OF LABOR
FITZGERALD WASHINGTON

BOARD OF APPEALS
MEMBERS APPOINTED BY
GOVERNOR

ADVISORY COUNCIL
MEMBERS APPOINTED BY
GOVERNOR

SUPPORT DIVISIONS



**GOVERNMENTAL
AFFAIRS**
STEPHEN
MCCORMICK



LEGAL
JOSEPH AMMONS



FINANCE
MARGIE TONEY



**LABOR
ADMINISTRATOR**
VIVIAN HANDY



HUMAN RESOURCES
RENEE MINOR



**INFORMATION
SYSTEMS**
JEANNINE
PENDERGAST

OPERATIONAL DIVISIONS



**EMPLOYMENT
SERVICES**
ROBERT BRANTLEY



**UNEMPLOYMENT
COMPENSATION**
THOMAS DANIEL



**LABOR MARKET
INFORMATION**
JIM HENRY



**HEARINGS &
APPEALS**
VENESSA WATKINS



**WORKERS'
COMPENSATION**
STEVE GARRETT



INSPECTIONS
JIM BYRUM



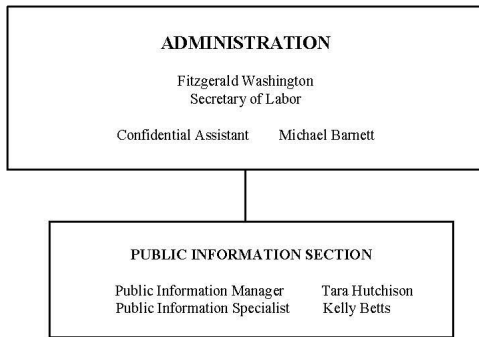
INSPECTIONS
BRIAN WITTWER

**WORKERS'
COMPENSATION
MEDICAL SERVICES
BOARD**

**BOARD OF
BOILERS AND
PRESSURE VESSELS
ELEVATOR SAFETY
REVIEW BOARD**

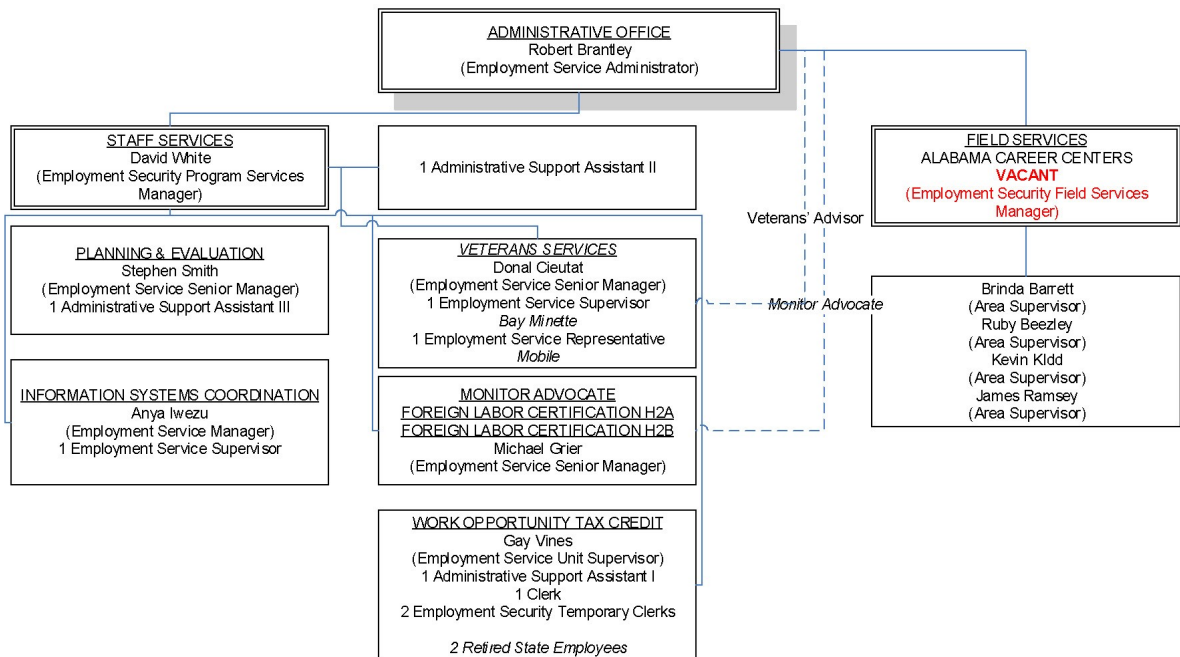
**BOARD OF MINE
EXAMINERS**

EXECUTIVE DIVISION

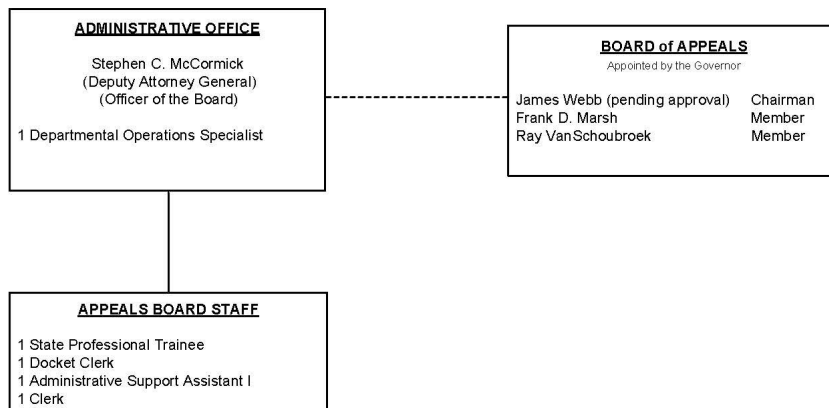


EMPLOYMENT SERVICE DIVISION

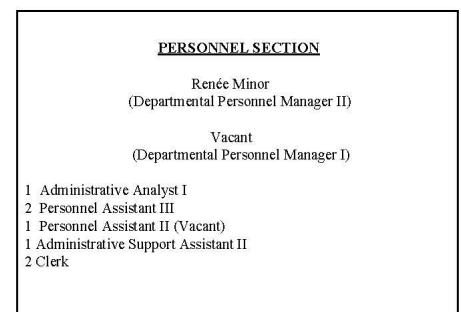
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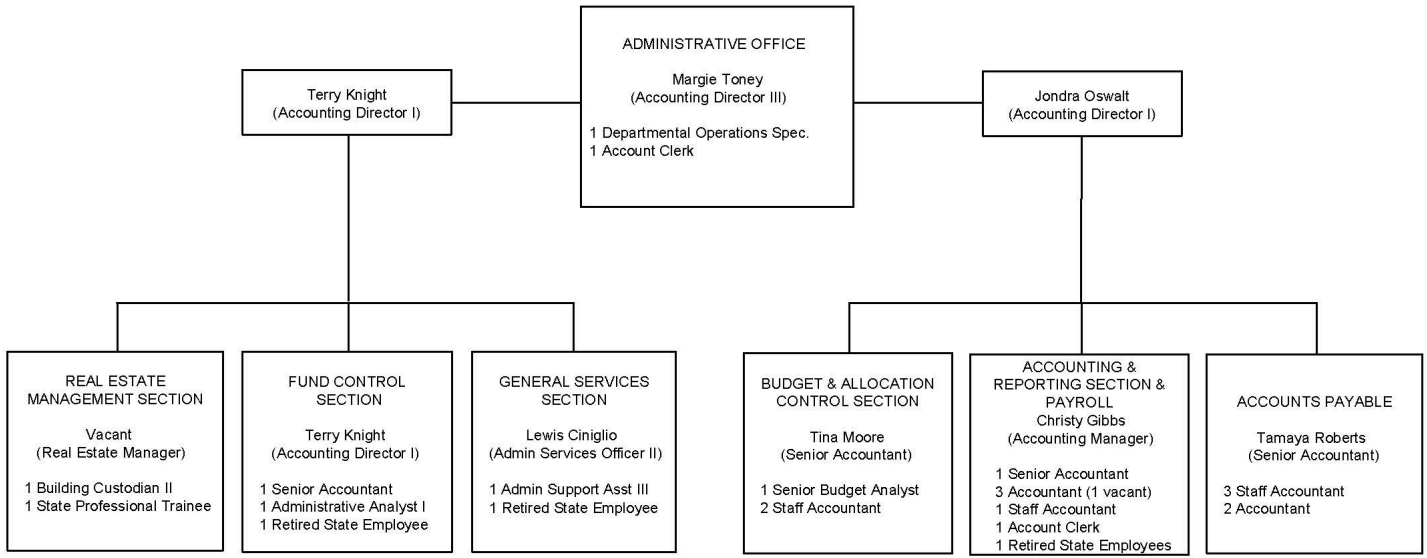
GOVERNMENTAL AFFAIRS DIVISION



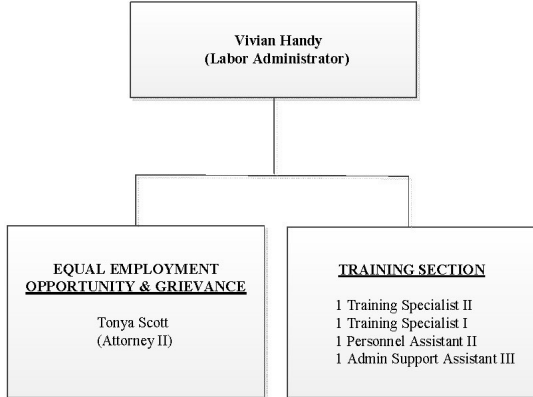
HUMAN RESOURCES DIVISION



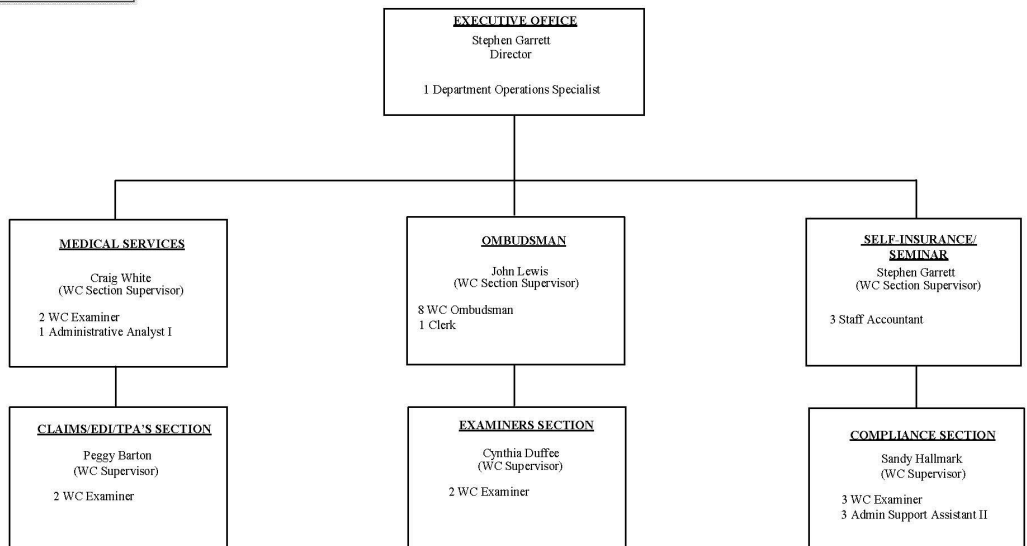
FINANCE DIVISION



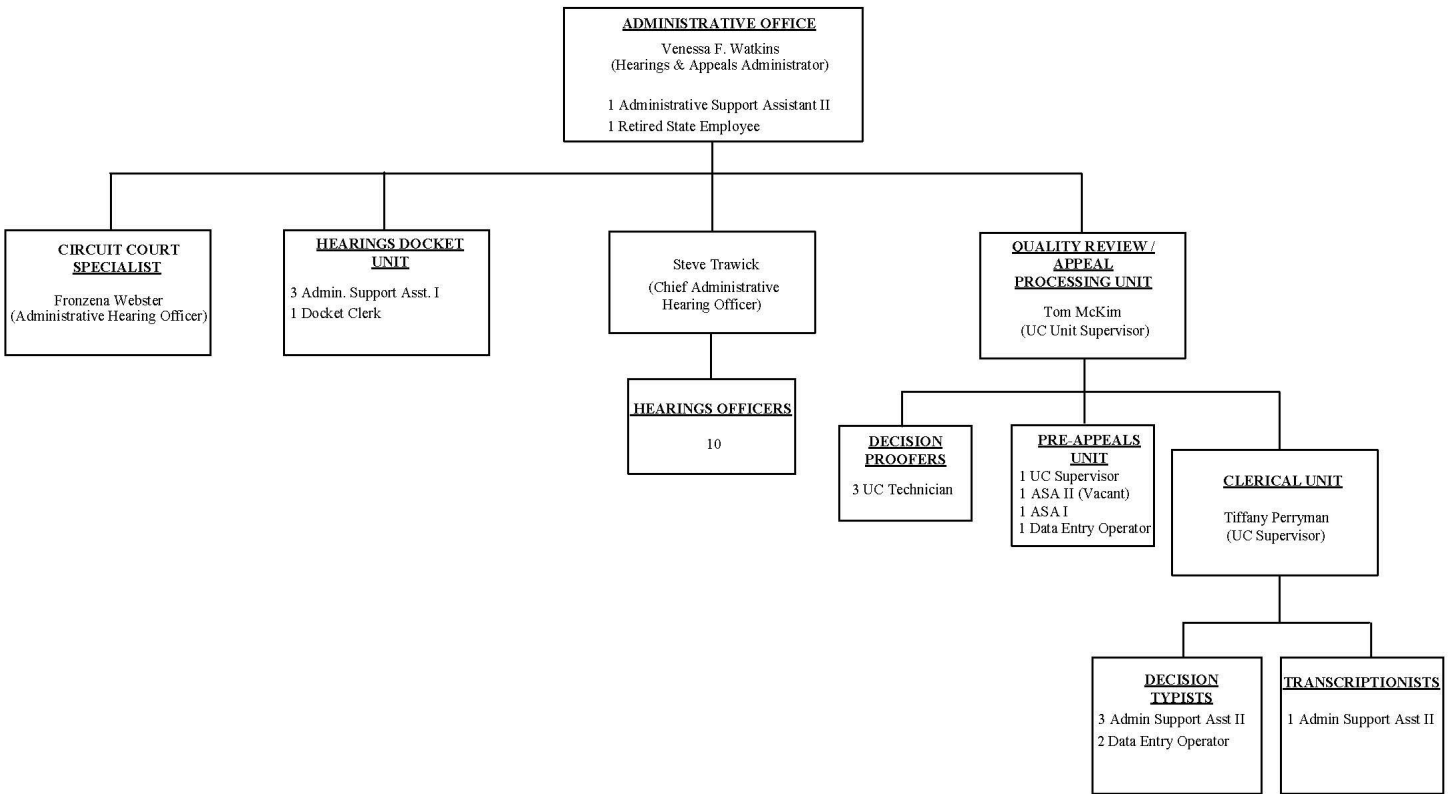
LABOR ADMINISTRATOR



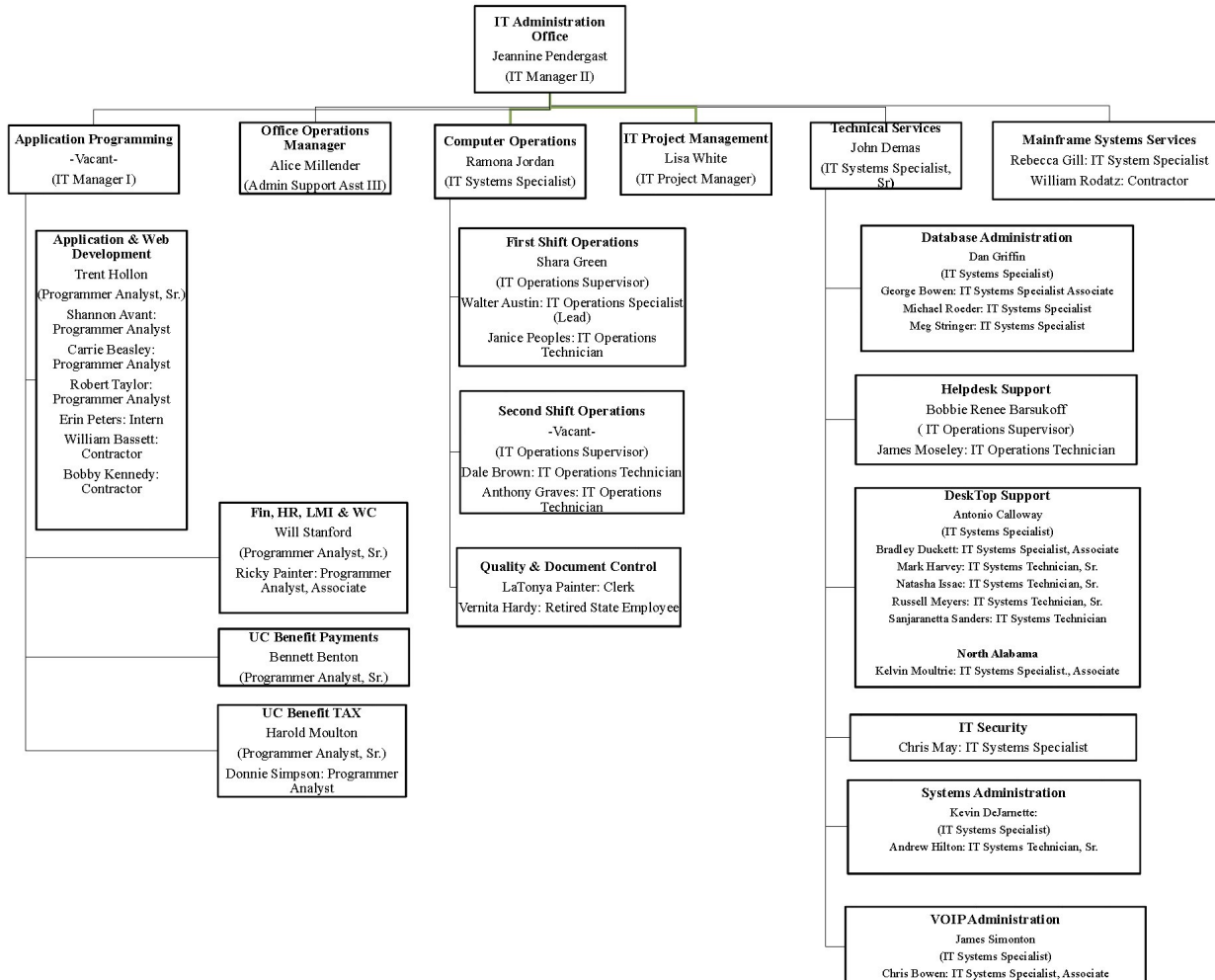
WORKERS' COMPENSATION DIVISION



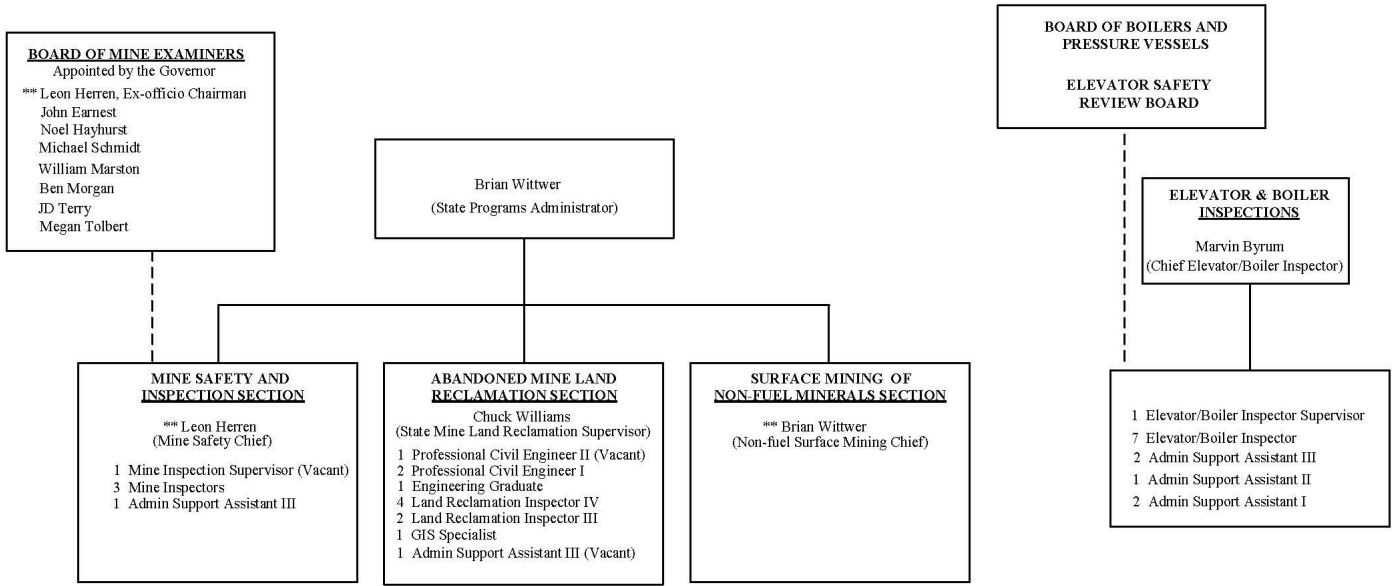
HEARINGS AND APPEALS DIVISION



INFORMATION SYSTEMS DIVISION

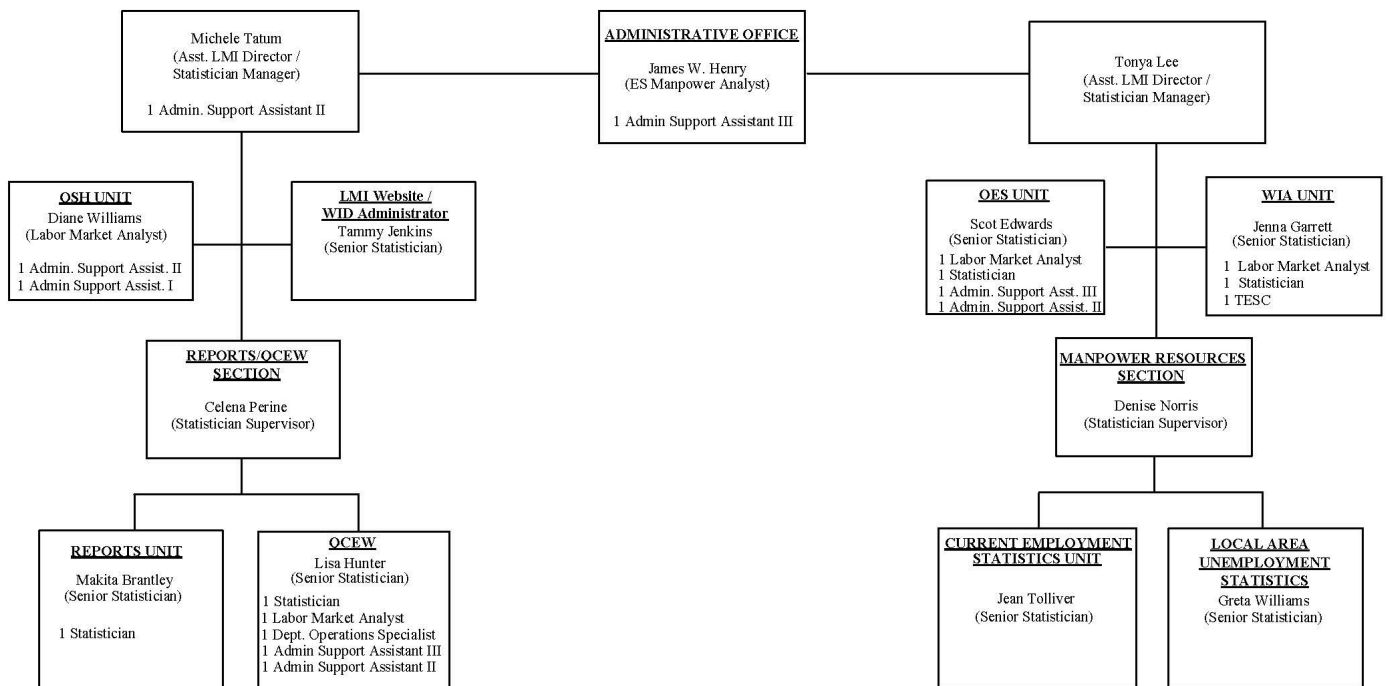


INSPECTIONS DIVISION

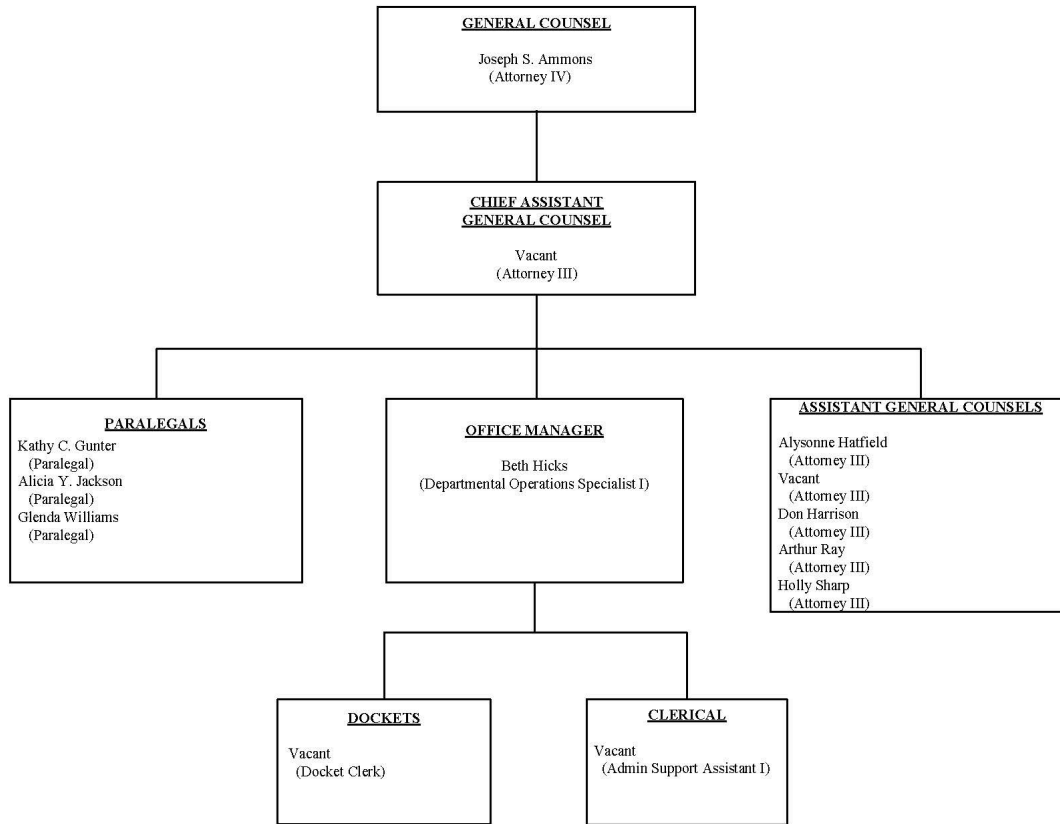


** Dual Capacity

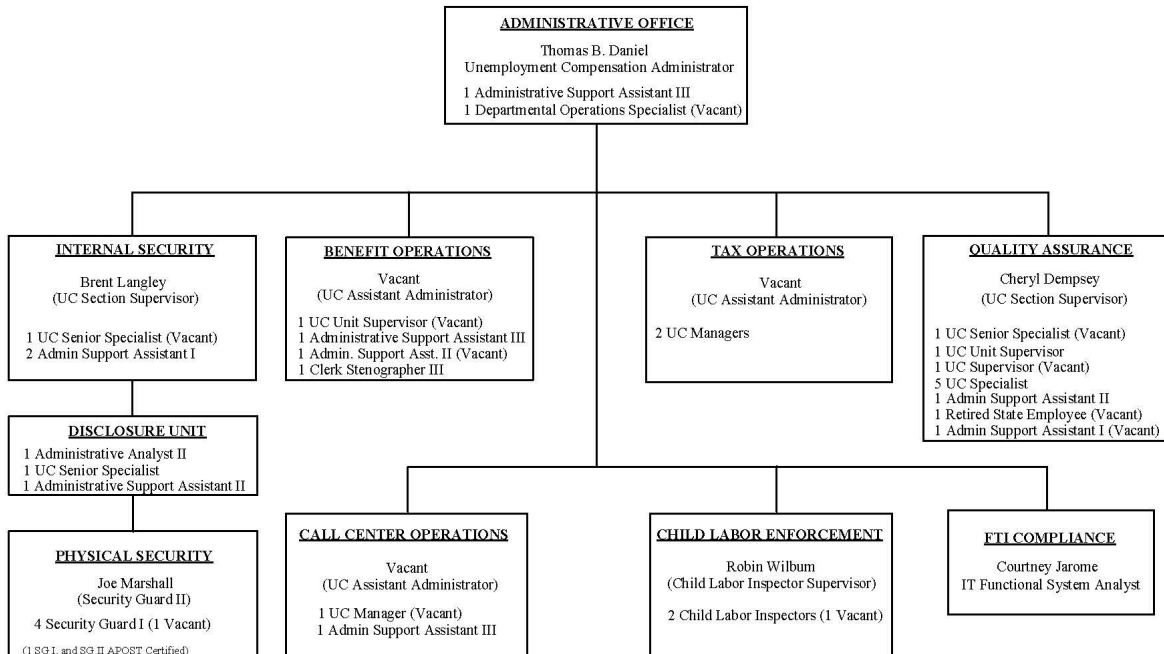
LABOR MARKET INFORMATION DIVISION



LEGAL DIVISION



UNEMPLOYMENT COMPENSATION DIVISION



The Governmental Affairs Division is responsible for serving as the governmental and legislative liaison for the department with other entities of local, state, and federal government, and business and labor groups. The division is also responsible for drafting departmental legislation. The Governmental Affairs Division works closely with the legislature to pass legislation beneficial to the department and the people of Alabama.

In 2018, the General Fund Budget passed without much fanfare, largely due to a \$97 million carry forward from one-time BP oil spill funds that were inserted into the 2017 budgeting process. Governor Kay Ivey recommended a 3% state employee Cost of Living Adjustment (COLA) to be awarded in the next fiscal year. The legislature agreed with the governor's recommendation and state employees received their first COLA in a decade.

SUNSET BILLS

Every year the Alabama Legislature is tasked with reviewing and auditing dozens of boards, agencies, and commissions to recommend whether these entities will be given additional years of operation or if they will sunset, which means to terminate their functions and responsibilities. In 2018, the Alabama Department of Labor (ADOL) had only one entity up for Sunset Review, the Elevator Safety Review Board.

Senate Bill 135 - The Elevator Safety Review Board. The board was removed from the Sunset provisions of state law. The board will continue to receive audits during the regularly scheduled ADOL audit schedule.

BILLS OF INTEREST

Unemployment Reduction Act

NO ACTION ON BILL

- * SB 92: Sponsored by Senator Arthur Orr (R-Decatur)
- * Lower unemployment benefits from 26 weeks to a variable rate of 14-20 weeks
- * 6.5% unemployment rate = 14 weeks, + 1 week for every 0.5% increase,
- * Bill gives a \$10 increase in maximum benefits, from \$265 to \$275.
- * Provides for an additional 5-week extension for claimants who enroll in an ADOL-approved training program.



Women's Equal Pay Initiative

RECEIVED FIRST READING

- * HB 368: Sponsored by Rep. Adline Clarke (D-Mobile)
- * Required the ADOL to adjudicate claims of wage inequality.
- * ADOL would be responsible for administrative rules and procedures to enforce act.
- * Workers can file complaint with ADOL alleging pay discrimination based on sex.

Ban the Box

SUBSTITUTED TO REMOVE ADOL, PASSED SENATE

- * SB 198: Sponsored by Sen. Bobby Singleton (D-Greensboro)
- * In theory, this bill removes the conviction check box on initial applications.
- * This version prohibited asking about arrests/convictions until after conditional job offer.
- * Required ADOL to enforce the act.
- * All state agencies, public colleges and universities, cities, counties, and anyone who hires employees under a similar banner.
- * Successfully substituted the bill to remove ADOL from any enforcement provisions.

Alabama Workforce Council Changes

PASSED BOTH HOUSES, SIGNED BY GOVERNOR

- * HB 170: Sponsored by Rep. Alan Baker (R-Brewton)
- * Statutory language to consolidate 10 workforce regions down to seven.

- * Revised Workforce Council supporting language to add Governor, Secretary of Labor, regional councils, and WIOA board.
- * Membership revised: 14 appointments by the Governor, one by the Lt. Governor, one by the Speaker of House, and one by the Senate Pro Tem.
- * Added several ex-officio members including Secretary of Labor.

BOARD OF APPEALS

The Governmental Affairs Division also acts as a liaison for the Board of Appeals. The Board of Appeals is a statutorily created board that reviews and hears unemployment compensation cases at the highest administrative level. The board holds hearings at seven cities around the state on a rotating basis: Birmingham, Decatur, Dothan, Mobile, Montgomery, Oxford, and Tuscaloosa. In 2018, the board reviewed 2,529 appeals and held 825 in-person hearings.



For the period beginning week ending November 4, 2017, and ending week ending November 30, 2018, there were 8,231 appeals filed with the division. Hearings were conducted and decisions issued in 9,689 cases for the same period. Of the disposed cases, the claimant was the appellant in more than 65% of the appeals filed. However, more than 50% of the disposed cases were ruled in favor of the employer. Statistics for the disposed cases show that 47% of the appeals involved separation from work due to misconduct, and 16% involved voluntary quit. The remainder of the disposed cases examined issues unrelated to the separation from work: 0.33% refusal of suitable work, 4.6% not able or available for work, and 29% other.

The Hearings and Appeals Division is charged with conducting administrative hearings on contested claims for unemployment compensation benefits, and hearing cases on ADOL employee dismissal and disciplinary appeals. The mission of the division is to afford all interested parties due process, dispose of the case in the shortest time possible, deliver quality customer service, and issue sound appeal decisions in accordance with federal and state statutes.

The division has 31 employees divided into six workgroups: management, hearing officers, docket clerk/telephone receptionists, pre-appeals, proofers, and typists. Appeal hearings are conducted Monday through Friday of the work week. Unless special accommodations are requested, the hearings are conducted via teleconference.

Performance measures for the division remained well above the minimum accepted level of performance in the areas of timeliness of disposing appeal cases and appeal quality.

The U.S. Department of Labor mandates that 60% of appeal cases be disposed with 30 days of the appeal file date, and 80% of the cases evaluated for appeal quality, i.e. conduct of the hearing and issuance of decision, must rate 85% of the potential quality points. See charts at right for performance measures for the report period October 1, 2017 - October 31, 2018.

BENEFITS: TIMELINESS AND QUALITY REPORTS

LOWER AUTHORITY APPEALS TIME LAPSE REPORT FOR 10/01/2017 THROUGH 10/31/2018

STATE	Total Workload	<=30 Days	45 Days	60 Days	75 Days	90 Days	120 Days	> 120 Days
Alabama								
10/31/2018	850	97.1%	99.4%	100.0%	100.0%	100.0%	100.0%	100.0%
09/30/2018	759	96.2%	99.7%	99.9%	100.0%	100.0%	100.0%	100.0%
08/31/2018	887	98.4%	99.5%	100.0%	100.0%	100.0%	100.0%	100.0%
07/31/2018	854	95.3%	99.3%	99.8%	99.8%	99.8%	99.8%	100.0%
06/30/2018	826	93.8%	96.5%	96.6%	96.9%	97.2%	98.2%	100.0%
05/31/2018	811	98.3%	99.5%	99.9%	99.9%	100.0%	100.0%	100.0%
04/30/2018	770	97.9%	99.7%	100.0%	100.0%	100.0%	100.0%	100.0%
03/31/2018	905	97.9%	99.4%	99.9%	100.0%	100.0%	100.0%	100.0%
02/28/2018	744	95.7%	99.5%	99.9%	99.9%	99.9%	99.9%	100.0%
01/31/2018	766	94.8%	98.7%	99.6%	100.0%	100.0%	100.0%	100.0%
12/31/2017	932	94.8%	99.0%	99.6%	100.0%	100.0%	100.0%	100.0%
11/30/2017	760	96.6%	98.9%	99.3%	99.5%	99.6%	99.6%	100.0%
10/31/2017	1,051	87.3%	93.2%	94.6%	95.4%	95.6%	96.0%	100.0%

LOWER AUTHORITY APPEALS QUALITY REPORT FOR 12/01/2017 THROUGH 09/30/2018

STATE	Minimum Sample Size	Cases Not Scored	Cases Scored	Number of Scored Cases >= 85	Percent of Scored Cases >= 85
Alabama					
<i>*Waiting week from 12/01/2017 to 09/30/2018.</i>					
09/30/2018	20	0	20	20	100
06/30/2018	20	0	20	20	100
03/31/2018	20	0	20	20	100
12/31/2017	20	0	20	19	95
Total	80	0	80	79	99

LOWER AUTHORITY APPEALS CASE AGING REPORT FOR 10/01/2017 THROUGH 10/31/2018

STATE	Total Workload	<=25 Days	26-40 Days	41-90 Days	91-120 Days	121-180 Days	181-360 Days
Alabama							
<i>*Waiting week from 10/01/2017 to 10/31/2018.</i>							
10/31/2018	336	97.0%	1.5%	0.9%	0.0%	0.0%	0.0%
09/30/2018	418	95.9%	3.1%	0.5%	0.0%	0.0%	0.0%
08/31/2018	417	97.8%	1.7%	0.0%	0.0%	0.0%	0.0%
07/31/2018	443	97.1%	2.5%	0.0%	0.0%	0.0%	0.0%
06/30/2018	436	96.1%	3.0%	0.0%	0.0%	0.0%	0.2%
05/31/2018	444	90.8%	0.9%	2.5%	0.9%	2.3%	1.1%
04/30/2018	442	89.4%	3.4%	2.3%	1.8%	0.5%	1.4%
03/31/2018	417	92.3%	1.7%	2.6%	0.5%	0.5%	1.0%
02/28/2018	456	92.8%	2.2%	2.4%	0.0%	0.4%	1.1%
01/31/2018	419	90.0%	6.2%	0.7%	0.5%	0.2%	1.0%
12/31/2017	374	90.9%	4.0%	2.1%	0.0%	0.5%	0.8%
11/30/2017	577	92.9%	4.0%	0.9%	0.2%	0.3%	0.3%
10/31/2017	455	94.1%	2.0%	0.7%	0.2%	0.7%	0.4%

Data Source: United States. U.S. Department of Labor. Benefits: Timeliness and Quality Reports. Washington: Employment and Training Administration. 2018. Web. 5 December 2018.



EMPLOYMENT SERVICES

DIRECTOR
ROBERT BRANTLEY

The Employment Services Division of the Alabama Department of Labor (ADOL) serves as gateway to the state's job and labor markets delivering basic, individualized, and training services to both jobseekers and employers through the Alabama Career Center System (ACCS). In FY 2018, Alabama's Career Centers registered more than 300,000 jobseekers with 400,000 customer visits to centers seeking job assistance. During this same period, 8,300 employers posted more than 235,000 job postings representing more than 300,000 job openings.

Alabama is a proud partner in the American Job Center Network, jobcenter.usa.gov, designed to unify and brand workforce services as part of a single national network, as well as AlabamaWorks, alabamaworks.com, which is designed to unify and brand workforce services in Alabama as part of a single state network.

As a partner in the ACCS, ADOL works with other partners to build a customer-friendly system providing jobseekers and employers with a full range of seamless employment and training services in 49 'One-Stop Career Centers' located throughout the state. Access to basic online workforce services is also available at joblink.alabama.gov.

Resource areas are located in all Career Centers offering customers access to high-speed internet and software designed to aid jobseekers, along with a vast array of resource materials, including the latest labor market information, and assistance with career and job searches. Staff can also assist employers in finding a quality skilled workforce. Computers are equipped to offer registration assistance to the state's automated labor exchange system

and with résumé preparation, labor market / career / information / exploration, along with a wide range of online resource material and tutorials for job-related subjects. Service may be either self-directed by the customer, or staff-assisted by professional staff available in the Career Center for assistance.

Implementation of the Workforce Innovation and Opportunity Act (WIOA) continued in 2018, with the state's seven new Local Workforce Boards certifying the state's Career Centers and each Regional Board selecting ADOL-ES as the one-stop operator and provider of WIOA Title I services for their Region in PY 2018.

ADOL continued to pursue Career Center branding through collaboration with state television media and local government entities to sponsor four regional job fairs in some of the state's major markets: Mobile, Birmingham, Montgomery, and Huntsville with almost 6,000 jobseekers and over 400 employers participating. Birmingham's event focused on second chance opportunities for those with barriers to employment

REGIONAL JOB FAIR

Mobile, Alabama
March 22, 2018
10 am - 2 pm
Mobile Civic Center

INCARCERATION, ADDICTION, FAILURE
Leave your past behind you.

SECOND CHANCE JOB FAIR

Wednesday
 May 30, 2018
 9:00 am - 1:00 pm

Bill Harris Arena
 Crossplex
 Birmingham

AMERICA'S WORKFORCE: EMPOWERING ALL! **#NDEAM**

GOVERNOR'S JOB FAIR FOR PEOPLE WITH DISABILITIES

October 25, 2018
 10 AM-2 PM
 Von Braun Center
 Huntsville

while Huntsville’s focused on jobseekers with disabilities. Marketing efforts by ADOL remained robust in 2018, with print and digital media and billboards used to increase awareness of Career Center services to jobseekers and employers, particularly in areas with high unemployment. The ACCS and Alabama JobLink (AJL) brands will be a part of the Alabama Works branding for workforce development in the state.

In 2018, job training programs were the focus of media campaigns, with ads on both Apprenticeship and On-the-Job Training programs circulated in digital, broadcast, print, and outdoor mediums.

Recognition of the unlimited potential of social media to expand outreach service to a vastly wider audience through Facebook and the commitment to utilize this medium combined to result in a 37% increase in “likes” for the Career Center Facebook pages.

These events/activities continue to positively impact the state’s economy with the unemployment rate reaching a historical low of 3.7% in February of this year. Employment likewise climbed to a record 2,130,194 in December adding more than 49,000 workers since last year. Wage and salary jobs increased 44,300, spurred by gains in the professional and business services sector (+12,600), manufacturing sector (+11,300), and government (+5,000).

The Mobile Career Center Vehicle (MCCV) provided on-demand access to jobs where such access is not available. During 2018, the MCCV was scheduled and participated in 42 events throughout the state to provide workforce related assistance to the residents of Alabama. These included Job Fairs, both local and regional, as ADOL and Career Centers collaborated with television stations, local governments, and community agencies to sponsor these mega-events. MCCV also engaged in business recruitment assistance, Rapid Response services to dislocated workers, outreach to rural communities with Workforce development services, assistance to Veterans returning home, outreach to soon to be released inmates of Correctional Institutions, and Career Days at schools.

Staff capacity building, emphasized in WIOA, particularly for front-line staff, continued this year with a continued emphasis on Customer Service. Staff will be provided with the knowledge and skills required to serve jobseekers and

2018-2019 Marketing Campaign



Outdoor billboards (locations rotate)



AL.com print and digital ads



Raycom Media digital ads



Alabama Press Association Digital and Print Ads (120+ local papers and 45+ local paper websites)

*TV and Radio ads temporarily halted until November 2018, due to the election. Broadcast advertising resumed shortly thereafter.

employers under the newly implemented WIOA.

Driving Alabama’s workforce development system is AJL, an internet-based, customer-driven service delivery system, featuring self-service options for jobseekers and employers. Google Analytics reports that in FY 2018, there have been more than 77,000 users on AJL, with a returning visitor rate of 78.9%. This is more than 377,000 sessions, consisting of more than 10.9 million page views.

For jobseekers, AJL offers around-the-clock access for registration, job search, online résumé creation, automatic e-mail notification when skills match employer openings, and, in some instances, direct employer contact. AJL offers the ability to upload a résumé to the system, and job searches, not only in AJL, but also in Indeed.com, which expands access to millions of jobs from sources such as along with thousands of other sources, including small industry-specific job boards, local newspapers, and trade associations.

Employers use AJL to post and manage job openings, search for qualified workers, and to receive automatic e-mail notification when job requirements match job seeker skills. In FY 2018, 1,803 individual employers have reviewed over 450,000 jobseeker résumés.

More than 235,000 job postings from 8,281 employers were available in FY 2018, representing more than 317,000 job openings. The five most commonly posted occupations were:

AJL includes jobs from the Direct Employers National Labor Exchange <https://usnlx.com> in addition to jobs directly listed by employers with the Alabama Career

Heavy, Tractor-Trailer Truck Drivers	29,292
Registered Nurses	10,413
Helpers – Production Workers	10,080
Retail Salespersons	9,317
Team Assemblers	7,087

Center System. The National Labor Exchange represents the job openings available through an array of leading global employers. Jobs from National Labor Exchange also include jobs in Alabama from USAJOBS, usajobs.gov, the

federal government’s official one-stop source for Federal jobs and employment information.

Jobseekers use AJL to post résumés, to search for job openings, and to receive automatic e-mail notification when job requirements match jobseeker skills.

More than 145,600 jobseekers posted résumés to AJL during FY 2018. The five most commonly listed occupations were:

Helpers – Production Workers	17,524
Customer Service Representatives	8,522
Team Assemblers	6,258
Office Clerks, General	5,988
Cashiers	5,322

Major enhancements were made to AJL in 2018, including improvements to job and résumé searches and improved customer navigation.

Empowerment of the users of Alabama’s Labor Exchange system to self-direct job and worker searches has opened access to the public labor exchange system, making it truly a “customer demand–driven” system. Success in this shift in service delivery is borne out in the numbers of jobseekers and employers served by the system with 86,301 new jobseeker accounts and 3,603 new employer accounts established this year. Automation and stream-lining of the delivery of workforce development services continues to position the Alabama Career Center System as the “gateway” to Alabama’s job and labor markets.

For FY 2018, more than 82,000 jobseekers entered employment after receiving employment services through the Career Center System, representing almost two-thirds (71.3%) of all jobseekers exiting the labor exchange system during this period. Nearly 71% were still employed six months after exiting the system with a job. Median earnings for all exited jobseekers were \$17,008 per year, however, jobseekers who received services from career center staff have median earnings of \$18,816 per year.

Responsive adaptation to change serves to support and strengthen the mission of the Employment Services Division to achieve a customer-focused, technologically

advanced, outcome-driven workforce delivery system that provides high standards of customer service and satisfaction.

RE-EMPLOYMENT SERVICES AND ELIGIBILITY ASSESSMENT PROGRAM

The Re-employment Services and Eligibility Assessment (RESEA) program is designed to reduce the duration of joblessness for Unemployment Compensation (UC) claimants. This is accomplished through quick, early intervention by Career Center staff with UC claimants profiled as most likely to exhaust Unemployment Insurance (UI) benefits and mandated to visit a Career Center to assess their needs and offer services designed to return them to work as quickly as possible. These services may include: review of job search efforts, orientation to Career Center services, provision of labor market and career information, skills assessment, employability development plans, job search plans, résumé preparation, job search workshops, intensified job development and placement services including skills assessment/transferability tools provided online to claimants by the Career Center and a UI eligibility review.

Alabama's RESEA program is operated statewide with 34 full-time Career Centers providing designated RESEA services to profiled UI claimants. In FY 2018, there were 9,741 RESEA claimants scheduled to visit Career Centers for services with 68.1% completing all services.

BUSINESS CONTACTS

In FY 2018, a record 29,700 promotional business contacts were made by Career Center staff with Alabama employers. The Business Services program has trained Business Service Representatives who focus outreach to both new employers and those not previously using Career Center services to help solve workforce problems.

Employers are apprised of services, programs, and assistance available through the Career Center System to include on-the-job training (OJT), Work-Based Learning and Incumbent Worker training programs and apprenticeship opportunities to help in meeting their workforce needs. The goal of the Business Services initiative is to help employers take advantage of programs in order to grow and create jobs. In turn, employers' feedback is used to adjust services or develop new services to better serve employers.

RAPID RESPONSE

Rapid Response activities provided by Career Center staff support the State's Rapid Response Team in providing assistance to the business community and workers affected by layoffs or plant closings in the state. Career Center staff participate in group employee meetings as key members of the State's Rapid Response Team to provide information and direction to dislocated workers relative to Career Center services, including: UI registration, job search registration, résumé preparation, online job search, job placement, veteran's services, labor market information, and when necessary and appropriate, conduct dedicated on-site job search workshops.

The Rapid Response team assisted workers at 39 major closing and layoffs affecting 6,474 dislocated workers in FY 2018.

If you were affected by the VIRGINIA COLLEGE closings, please attend these emergency meetings!

Emergency Meetings

MOBILE Mobile Career Center 515 Springhill Plaza Court Mobile, AL 36066 (251) 461-4146 Thursday, 12/27/18 Wednesday, 1/3/19 2:00 p.m.	MONTGOMERY Montgomery Career Center 1060 East South Blvd. Montgomery, AL 36116 (334) 286-1746 Wednesday, 12/19/18 1:00 p.m.
BIRMINGHAM Birmingham Career Center 3216 4th Ave. South Birmingham, AL 35222 (205) 582-5200 Monday, 12/17/18 10:00 a.m.	HUNTSVILLE Huntsville Career Center 2535 Sparkman Dr. NW Huntsville, AL 35810 (256) 851-0537 Wednesday, 12/19/18 2:00 p.m.

Logos: Alabama Career Center System, ACCS, AIDT

TRADE ADJUSTMENT ASSISTANCE (TAA) FOR WORKERS

TAA allows workers whose jobs have been affected by foreign competition to receive a variety of benefits and re-employment services. The goal of the Trade Act is to assist dislocated workers in obtaining suitable (family-sustaining)

TAARA

Trade Adjustment Assistance Reauthorization Act of 2015

Under TAARA, displaced workers may be eligible for:

- ✓ TRAINING
- ✓ JOB SEARCH ASSISTANCE
- ✓ RELOCATION ASSISTANCE
- ✓ HEALTH COVERAGE TAX CREDIT

TAARA IS A USDOL PROGRAM. FOR MORE INFORMATION, VISIT DOL.GOV.

employment from a combination of re-employment services and possibly training, employment and case management services, job search allowances, relocation allowances, and income support in the form of Trade Re-adjustment Allowances (TRA). Re-employment TAA (RTAA), which provides wage supplements for re-employed older workers whose re-employment resulted in lower wages than those earned in their trade-affected employment, may also be available.

A TAA petition may be filed by any of the following: a group of three or more workers, an employer of a group of workers, a Union, a State Workforce Official, a Career Center Operator/Partner, or another Duly Authorized Representative.

In FY 2018 the U.S. Department of Labor certified six new TAA Petitions in Alabama. Two hundred and thirty-one adversely affected workers registered to receive services from a Career Center, while 182 received classroom training. RTAA wage subsidies were paid to 89 workers who found employment paying wages lower than previously earned.

SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM (SNAP)

- During FY 2018, 7,185 SNAP recipients visited a Career Center receiving 36,740 services. These services included: Workforce Information Services (5,290);
- Résumé Preparation Assistance (2,958);
- Labor Market Assistance (2,062);
- Job Referrals (1,455); and

- Referral to WIOA Services (754).

A total of 1,273 SNAP clients entered employment after receiving services.

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

During FY 2018, 2,327 TANF recipients visited a Career Center receiving 11,488 services. These services included:

- Workforce Information Services (1,775);
- Résumé Preparation Assistance (979);
- Labor Market Assistance (625);
- Job Referrals (447); and
- Referral to WIOA Services (291).

A total of 636 TANF clients entered employment after receiving services.

TAX CREDITS FOR EMPLOYERS

The Work Opportunity Tax Credit (WOTC) program is a federally funded program that provides incentives to businesses to hire individuals who have historically faced barriers to employment. The benefits of WOTC are twofold: it is an aid in helping targeted jobseekers find and retain employment, and it saves employers money by reducing their tax liability. Private-sector employers can reduce their tax costs by employing individuals from any of 11 targeted WOTC designated groups. These include: TANF recipients, food stamp recipients, ex-felons, SSI recipients, veterans, and those with disabilities, among others.

Alabama WOTC issued 30,658 certifications from January 1 through November 29, 2018. This represents a potential tax savings of at least \$76,883,400 for Alabama employers.

WOTC has continued to access the IRS to verify the qualifications of supplemental security income on applications with this targeted WOTC group, and this includes processing 2014-2015 supplemental security income appeals through this system. Also, continued efforts were taken to eliminate the need for hard-copy applications by providing encouragement and more direction for filing electronically. Those who take advantage of filing electronically have the added benefit of monitoring their decisions online, as well as uploading both supporting documentation and appeals. This eliminates

the cost of mailing decisions in the traditional manner. Currently over 98% of all certificates issued were submitted using electronic filing.

Additional information regarding the WOTC is available at irs.gov, doleta.gov, and wotc.alabama.gov.

SERVICES TO RURAL RESIDENTS

In addition to the seven Comprehensive Career Centers, one in each of the state's Local Workforce Development Areas, the Alabama Career Center System also operates 23 Affiliated Career Centers, eight Satellite Career Centers and 11 Itinerant Point Career Centers, to facilitate access to workforce delivery services through the Alabama Career Center System in the state's rural areas serving the needs of rural customers.

As a part of this service, the Alabama Career Center System assists the US DOL Migrant and Seasonal Farm Worker Outreach Program contractor and conducts the Agricultural Recruitment Service (ARS). Migrant and seasonal farm workers are offered all services provided to other applicants and referred to other community agencies as needed. Access to bilingual service is available for each Career Center to help coordinate the process if the applicant is not proficient in English.

FOREIGN LABOR CERTIFICATION

The Foreign Labor Certification (FLC) Unit of ADOL assists the U.S. Department of Labor, Office of Foreign Labor Certification. The purpose of the Foreign Labor Certification is to recruit U.S. workers for available jobs, and if there are no U.S. workers, to assist with the conduct of the H-2A Temporary Agricultural Visa Program for nonimmigrant foreign workers. This is done by posting job orders with available openings and by conducting agricultural pre-occupancy housing inspections for the workers who do not live within commuting distance of the work site.

In FY 2018, ADOL received 68 new intrastate job orders identified as H-2A, representing 1,660 workers. In response, FLC staff inspected 153 dwellings, with occupancy approved for 1,541 workers. In some cases, the employer houses the workers in commercial properties, such as hotels, which are inspected by the local Health Departments and do not require a separate inspection by FLC.

FLC works directly with the employer or his agent or

attorney to ensure that labor certification applications meet regulations and guidelines mandated by federal and state laws and U.S. Department of Labor Employment Service guidelines.

The FLC unit also assists US DOL with the H-2B Temporary Non-agricultural Visa Program, serving a customer service role responding to employer inquiries and dissemination of comprehensive information concerning the program and guidance in the filing process. In FY 2018, ADOL received 139 new intrastate job orders identified as H-2B, representing 3,436 job openings.

VETERAN SERVICES

Alabama Career Centers provide veterans with priority in services and training. The Alabama Career Center System continues to implement a re-focus initiative proposed by the U.S. Department of Labor and required by Federal grant provisions, which directs Career Center specialists to provide veterans with core services, including initial assessments of job readiness, résumé assistance, and referrals to job openings and job training.

New program encourages hiring of veterans

Published: Monday, January 29th 2018, 10:49 am CST
Updated: Monday, January 29th 2018, 12:29 pm CST

By Deanna Chavez Gates CONNECT



(Source: Governor's Press Office)

MONTGOMERY, AL (WSFA) - Alabama Gov. Kay Ivey, along with U.S. Labor Secretary Alexander Acosta and Alabama Labor Secretary Fitzgerald Washington, is encouraging businesses to hire veterans to fill positions in their companies.

The push is due to a new federal program, the HIRE Vets Medallion Program, that will start in 2019. As the Department of Labor prepares for the launch they will be hosting an HVMP Demonstration.

The demonstration will recognize 300 employers nationwide who have committed to hiring, developing, and keeping veteran workers.

Starting on Jan. 31 all business - regardless of size - are eligible to apply. There is currently no application fee and employers only need one veteran on staff to be eligible for the program. More information on the criteria business' will need to meet [click here](#).

"I know that Alabama's employers care deeply about our veterans," Ivey said, "and I encourage them to pursue this federal designation, so that Alabama's veterans will know how deeply their commitment lies."

The demonstration will have the same guidelines as the 2019 program.

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Alabama's Job for Veterans State Grant staff (JVSG) provided individualized services to veterans with significant barriers to employment at an annual average rate of 100%.

Disabled veterans, veterans recently released from active duty, homeless veterans, economically and educationally disadvantaged veterans, incarcerated veterans, and veterans with significant barriers to employment are referred to Disabled Veterans Outreach Program (DVOP)



JVSG staff gathered in Trussville for training in September. Training topics were: Serving Veterans with Mental Health Issues; the Uniformed Services Employment/Re-employment Rights Act (USERRA); Apprenticeship Talking Points; Business Outreach and Job Developments; JVSG Eligibility; and Assisting Clients with Labor Market Information.

specialists for intensive services. These services include comprehensive assessments of job readiness, assist veterans in developing a plan to become employed, and help veterans connect to resources, services, and benefits.

The re-focus initiative provides that Local Veterans Employment Representatives (LVERs) will advocate the Veterans Services Program to employers, conduct job development activities and workshops to assist veterans in finding employment and promote the hiring of veterans.

Veterans are provided priority in all services and training provided by the Alabama Career Center System and Alabama Department of Labor. AJL offers self-service features and the convenience of access by internet to provide job matching and many other services. Nevertheless, nearly half of registered veterans also took advantage of personal assistance offered by Career Specialists, LVERs, and partnership agencies located at local Career Centers. Veterans' Employment Representatives and Career Center specialists provide career coaching, local and national job search assistance. Intensive services are provided to locate and apply for supportive services, resources, and personal assistance in navigating today's complex and challenging job market.

LVERs are well-acquainted with the needs of local employers and how to assess military skills to determine a service member's transferable skills related to occupations in civilian careers. The LVERs are assigned to the Business Services Teams at Alabama Career Centers as veterans' employment advocates to locate potential employment opportunities and encourage employers to offer veterans priority consideration for their job openings. LVERs also

work with DVOP specialists to explore job development opportunities for their clients.

Many veterans and military service members preparing for separation from active duty are provided career counseling and assistance to enroll into state and federally-funded workforce training or into vocational or four-year degree programs under one of the GI Bill programs.

Services to Military

Veterans' employment representatives participate in the Military Yellow Ribbon events and military family functions for deploying and deactivating units of the Alabama National Guard and the Military Reserve components to extend job search services to soldiers in transition from active duty and assist military spouses to find jobs during the service members active duty deployment.

Extensive Outreach to Disabled Veterans and Veterans Facing Special Challenges

To assist veterans and recently separated service members with service-connected disabilities in finding civilian jobs, the State of Alabama operates a Disabled Veterans Outreach Program (DVOP), funded under a federal Job for



A disabled veteran receives priority service at the veteran registration table for the Governor's Job Fair for People with Disabilities held in Huntsville in October.

Veterans State Grant, using specialists to provide intensive services and to guide disabled veterans into vocational training or to develop employment opportunities. The DVOP also provides statewide outreach programs and events to assist economically or educationally disadvantaged veterans to connect with resources and services to overcome barriers to employment.

Last year, DVOPs counseled approx. 1,552 veterans with significant barriers to employment due to military service-connected disabilities, and provided them with employment services, career counseling, guidance on applying for veterans' benefits, referrals to supportive services, job training, and information about their employment and re-employment rights.

In partnership with the U.S. Department of Veterans Affairs, Vocational Rehabilitation and Employment (VR&E) Division, DVOP specialists in Alabama Career Centers work with VR&E counselors to develop job opportunities for disabled veterans participating in vocational training for employment.

Partnerships to Serve Veterans

Alabama Career Centers collaborate with colleges, universities, and trade schools to coordinate job fairs and career expositions, including events held at military installations and National Guard armories. These intensive efforts make an important difference for Recently-Separated military veterans and Veterans returning from deployment. Other community partnerships developed by Alabama Career Centers and the Alabama Department of Labor include Homeless Veterans Stand-Down events in Mobile, Birmingham, Dothan, Opelika-Auburn, and several rural areas. LVERs and DVOPs served 202 homeless veterans in Alabama last year including 21 females. They provided intensive job search services, under a strategy of case management, through innovative partnerships with local agencies and community organizations.

Alabama is in partnership with the Direct Employers Association, through an initiative supported by the National Association of State Workforce Agencies (NASWA) that automates the posting of Federal contractor job and career openings into AJL. Jobs are posted directly to the Career Center located at the site of the contract. Veterans have 24-hour priority access to employment openings posted by member companies holding federal contracts in Alabama.

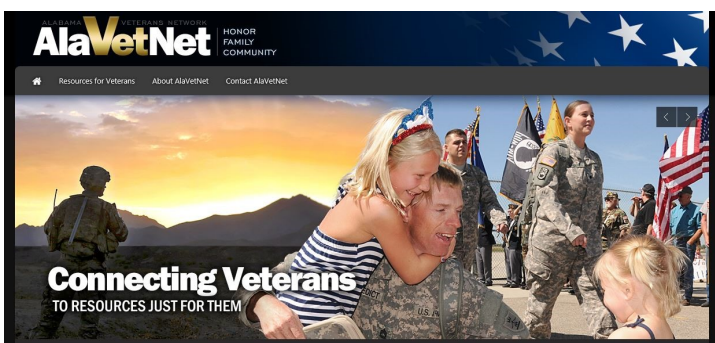


The 2018 Alabama Veterans Performance Incentive Awards were presented during November's Veterans Employment Services Training Conference in Trussville.

Alabama Veterans Performance Incentive Awards

The Alabama Veterans Performance Incentive Awards are presented annually to ADOL and Career Center employees for going above and beyond in their service to veterans. This year the awards totaled over \$28,668.01 and the winners were: Phillip Michael Warren, Coretta Bozeman, Renaldo Bryant, Susan Smith, Hank Lahti, the staff of the Bay Minette Career Center, and Selena Ricks. Their accolades range from working on the Veteran Affairs Committee of the local Chamber of Commerce to providing funds out of their own pocket to help a veteran pay for tools needed to start a new job.

Alabama Veterans Executive Network (AlaVetNet)



AlaVetNet continues to work, organizing and promoting resources for Alabama's Veterans. AlaVetNet launched its new Website " <http://alavetnet.alabama.gov>" this year. The Website provides the contact information for resources that Veterans can take advantage of in their locale. The AlaVetNet employment committee continues to work on initiatives to keep the veteran unemployment rate under 5%.



UNEMPLOYMENT COMPENSATION

DIRECTOR
THOMAS DANIEL

QUALITY ASSURANCE

Based on the Benefit Accuracy Measurement (BAM) Annual Letter of Determination from the Regional Office, Alabama met or exceeded requirements in the (1) Methods and Procedures Review, which reviews four main components of the State Workforce Agency: organization, authority, written procedures, and forms; (2) Investigative procedures reviewed during desk and peer reviews; and (3) Additional requirements for the National Directory of New Hires cross match, case completion, timeliness, and sample selection. The only exception was the comparison report for denials. ADOL did not meet the acceptable variation limits for monetary and separation denials for the Improper Payment Information Act.

Alabama is required to review 480 paid claims and 450 denied claims (150 of each type: monetary denials, separation denials, and nonseparation denials) each year. Quality Assurance (QA) exceeded requirements for number of cases selected for review and for case completion time lapse in all cases, both paid and denied.

The federally mandated case completion time for paid claims is 70% completed within 60 days and 95% completed in 90 days. QA Investigators completed 96.49% in 60 days and 99.38% in 90 days. Mean completion time for the 484 cases selected was 36 days. The mandated time lapse for denied claims is 60% within 60 days and 85% completed in 90 days. QA Investigators completed 99.13% in 60 days and 99.78% in 90 days. The mean completion time for the 456 selected cases was 30 days.

Michael Tillery, case reviewer and supervisor, and Mike Ammons, investigator, attended a cross regional peer review in Philadelphia, PA. Alabama passed the review

with a minor procedural error exception. Alabama continues to have one of the lowest coding error rates in our region and the 25 other states participating in the review.

BENEFIT OPERATIONS

Benefit Payment Control

Alabama has participated in the Unemployment Compensation (UC) Treasury Offset Program since 2012. In 2018, \$3,058,112.42 was intercepted and applied to UC overpayments. Since participation in the Treasury Offset Program in 2012, Alabama has recovered \$36,460,258.07 in outstanding UC overpayments. Alabama has recovered \$981,416.02 in outstanding UC overpayments from the State Offset Program in 2018.

In 2015 Alabama implemented a 15% penalty mandated by

Local News

Opelika man sentenced in unemployment fraud case

By: Shaquira Speaks

Posted: Jul 12, 2018 05:51 PM EDT
Updated: Jul 12, 2018 05:51 PM EDT

- JOSEPH C. MOORE
- \$1872 DEFRAUDED
- RECEIVED 180 DAY SUSPENDED SENTENCE
- MUST PAY RESTITUTION

ALABAMA BUSINESS

5 plead guilty to unemployment compensation fraud

Updated May 4, 2018; Posted May 4, 2018

3 shares

By William Thornton, wthornton@al.com

The Alabama Department of Labor announced five people have pleaded guilty in unrelated cases to unemployment compensation fraud.

James H. Reeves, of Decatur, pleaded guilty in Morgan County Circuit Court on Feb. 20 to charges of first degree property theft. Investigators said Reeves received \$7,871 in benefits to which he was not entitled. Reeves was sentenced to 90 months in jail. He was also ordered to pay a victim's assessment fee, court costs, and restitution.

Alabama Department of Labor obtaining convictions for unemployment compensation fraud

Posted by: Tanna Friday | Posted date: February 22, 2018

From the Trussville Tribune staff reports

MONTGOMERY – Alabama Department of Labor Secretary Fitzgerald Washington announced today that the Department has successfully prosecuted several Alabamians for unemployment compensation fraud. The following individuals were charged with a misdemeanor violation of the Alabama Unemployment Compensation Law by making false statements in claims for benefits:

- Victor Davis, of Tuscaloosa, was tried in Tuscaloosa County Circuit Court on February 6, 2018. An investigation by Labor's Benefit Payment Control Section determined that Davis received a total of \$1,437 in benefits to which he was not entitled. Davis pled guilty and was sentenced to one year in jail, which was suspended for two years, and given two years of unsupervised probation. He was also ordered to pay a victim's assessment fee, court costs, and restitution in

the federal government on all fraudulent overpayments. As of September 30, 2018, \$1,157,270.91 of the outstanding penalty assessed has been collected. In 2016 Alabama implemented a 2% interest penalty on total amounts outstanding due to fraud. As of September 30, 2018, \$295,804.09 of the outstanding interest assessed has been collected.

There were 209 warrants filed and 24 prosecutions won.

Special Programs

During FY 2018, eight companies were certified for Trade Adjustment Assistance (TAA) in Alabama. In addition, one out-of-state company was also certified.

At the end of 2018, there were 24 participants in the ATAA /RTAA programs and 103 participants in TAA-funded training.

As a result of severe storms and tornadoes that occurred during the period of March 19-20, 2018, President Trump declared a major disaster in Alabama on April 26, 2018 for three counties: Calhoun, Cullman, and Etowah. There were 29 Disaster Unemployment Assistance (DUA) claims filed and five claims approved. The last week payable for Disaster Unemployment Assistance was October 27, 2018. The total amount expended for Disaster Unemployment Assistance was \$1,968.00

Benefit Services

The Combined Wage Unit is assisting Conduent with the pilot testing for the Federal Data Exchange System (FSDES) which will be used in the electronic quarterly billing to Federal employers. The testing is ongoing with no tentative date to go into production.

The unit is also working closely with the Netacent group in the configuration of a new UI system to replace the existing mainframe application by providing information which includes employees' daily work tasks that require use of the ICON system.

Systematic Alien Verification for Entitlements Program (SAVE)

During FY 2018, 973 initial non-citizen claims were filed, of which 956 were verified through the U.S. Citizenship and Immigration Services' (USCIS) designated automated system. This number represents a 7% reduction in the number of initial claims filed from FY 2017.

These numbers do not necessarily reflect a decline in the



ADOL works with the U.S. Department of Labor (USDOL) to avoid the misclassification of workers. To that end, Secretary of Labor Fitzgerald Washington welcomed USDOL District Director Ken Stripling and Community Outreach Resource & Planning Specialist Christina Coleman-Lovelace to the ADOL Central Office in May to sign a Memorandum of Understanding (MOU) that states the intent to continue this partnership. Bearing witness to the signing was Director of Unemployment Compensation Thomas Daniel and Assistant Chiefs of Tax Operations Charlotte Lackey and Jo Doyal.

Alien population in Alabama, but are more reflective of the robust economy that Alabama is experiencing.

UC Technical Services

During 2018, the UC Technical Service Section continued to serve as the central liaison in the development and testing of new processes, modifications to existing processes, procedures, and system enhancements within the UI Modernization project. UC Technical Services team members meet with the vendor and in-house programming staff on a weekly basis to aid in both system development issues, information gathering, data conversion issues, and questions. As the conversion to the new system grows nearer, UC Technical Services worked closely with the vendor to schedule and track training sessions for both Unemployment Compensation (UC) and Tax Staff. UC Technical Services will continue to work closely with the vendor, before and after conversion, to track any issues with the new system, and monitor corrections being made.

UC Technical Services also serves as the liaison for ADOL in the request for proposal (RPF) process to replace the pre-paid debit card vendor utilized by ADOL and the Alabama Department of Human Resources (DHR). In 2017, UC Technical Services coordinated ADOL's conversion to the current vendor; however, this vendor was unable to fulfill

the needs of DHR (the ADOL counterpart in the contract). UC Technical Services represented ADOL in the proposal review process during the month of March 2018, and will again serve as the liaison for ADOL to coordinate the transition to the new vendor. The transition is expected to begin in late 2018.

Although there was no new Supplemental Budget Request (SBR) funding offered for 2018 (the application for which is one of the many duties of the UC Technical Services Section), work continues to coordinate and implement projects funded under previous years' grants. We strive to increase ADOL's ability to assist those we serve (both employer and claimant) as well as advancing the overall integrity within the Unemployment Insurance (UI) system.

For example, in 2018, multiple steps were taken to improve the claims process and allow ADOL to better assist Spanish-speaking claimants.

- ADOL now offers the Benefits Rights and Responsibilities Handbook in a Spanish translation. The UC Technical Services Section worked with the Central Office translator to prepare these handbooks, finalize editing, order the first 1,000 copies, and provide copies to key staff for distribution to claimants who may need them.
- An online Spanish portal has been added providing documents in Spanish including two sets of frequently asked questions, a digital version of the Spanish Benefits Rights and Responsibilities Handbook, and more.
- A Spanish version of the Weekly Claims Interactive

Voice Response (IVR) has been implemented, allowing Spanish-speaking claimants to easily complete weekly certifications in Spanish. This has also reduced inquiry calls and errors made due to the language barrier.

The UC Technical Services Section continues to work with the Regional Office to develop, monitor, and report quarterly on the State Quality Service Plan (SQSP). For the 2018 SQSP Integrity Action Plan, and continuing into the 2019 SQSP, Work Search errors were one of the top three reasons for ADOL overpayments.

- The UC Technical Services Section took action to update wording in the Benefits Rights and Responsibilities Handbook to include stronger language designed to encourage claimants to update information with ES Services and to look for work on a weekly basis.
- UC Technical Services submitted changes to the claims closing statement to ensure claimants are better informed regarding Employment Service (ES) registration. Previous language advised claimants they were registered for work with the Career Center. However, this auto-registration is only valid for 90 days without additional action from the claimant. The new closing statement directs claimants to take necessary action to ensure their ES Registration remains active.
- UC Technical Services has worked with programming staff to develop an automated Work Search capture as part of the weekly certification process. Programming for this project is complete, and implementation is pending final testing.

INTRODUCING SIDES

Submit Unemployment
BEN 241 Response
Online

Sign up for BEN241 courtesy email notifications

MORE INFORMATION

SIDES
E-Response

The UC Technical Services Section works closely with the State Information Data Exchange System (SIDES) staff and in-house programming staff to ensure timely connection with all third-party administrator (TPA) requests for SIDES. Due to these efforts, ADOL has remained an ongoing member of the SIDES 100% Club, meaning all current TPAs are connected through SIDES within 12 months of their implementation.

Furthermore, the UC Technical Services Section works to monitor this electronic process, and to confirm that all areas of this electronic service function properly. For example, UC Technical Services recently worked with programming staff to ensure all electronic employer responses are made available to adjudication staff no later than 7am daily. This allows adjudication staff to know immediately (at the beginning of the workday), whether an employer responded timely to a request for information. Previously, there was a delay in responses being added into Papervision, resulting in errors in the adjudication process, or requiring adjudication staff to check multiple times throughout the day to verify if the response was received.

In addition to working directly with the SIDES exchange connections and ensuring all areas of the electronic process functions as expected, UC Technical Services works to improve the overall usage of SIDES and to assist employers with the process. In August 2018, UC Technical Services Section finished a two-year Marketing Program to encourage employers (not already connected as a TPA) to respond to requests for information through SIDES E-Response. Funded by a previous SBR grant, a total of 20,000 advertisements were mailed to targeted employers. Website updates completed in April 2018 simplified the SIDES information for employers, and links were added to informational pages on the SIDES website. A banner was also added to the main page of the ADOL website (pictured at left), encouraging employers to explore the SIDES and SIDES E-Response options, and to sign up with the ADOL courtesy email system which sends an email notification whenever a request for information is generated. As a result of both this Marketing Program and the website changes, ADOL met one of two goals set by USDOL for SIDES Usage. For the August SIDES Usage Report, ADOL reached 54.51% of the suggested 50% goal for the percentage of claims responded through SIDES Web Services and SIDES E-Response.

CALL CENTER OPERATIONS

Call Center Operations consists of an administrative unit, two call centers, and an adjudication center. Through the call centers, unemployed individuals can file unemployment claims by calling a toll-free telephone number and receiving assistance from a customer service representative (CSR) or by accessing a web application and completing their claims via the internet without human intervention. The adjudication center is staffed with unemployment claims adjudicators and fact-finders. These staff members review claims, conduct fact-finding investigations, and issue initial determinations on whether to allow or deny unemployment compensation benefits based on a claimant's separation from their job (separation issues) and based on whether they are meeting other eligibility requirements under the Alabama Unemployment Compensation Law (non-separation issues).

- Approximately 207,944 claims and inquiry calls were handled through ADOL's Unemployment Compensation Call Center System in 2018,

UNEMPLOYMENT COMPENSATION

	Fiscal Year		Net Change	Percent Change
	2018	2017		
State Unemployment Compensation				
Initial Claims				
New	104,899	112,885	(7,986)	-7.1
Additional	38,004	40,418	(2,414)	-6.0
Weeks Claimed **	798,546	893,126	(94,580)	-10.6
Weeks Compensated	691,673	764,556	(72,883)	-9.5
Gross Benefits Paid	152,625,204	\$168,085,686	(\$15,460,482)	-9.2
Federal Employees				
Initial Claims				
New	476	480	(4)	-0.8
Additional	78	71	7	9.9
Weeks Claimed **	2,787	3,062	(275)	-9.0
Weeks Compensated	2,563	3,221	(658)	-20.4
Gross Benefits Paid	638,298	\$786,503	(\$148,205)	-18.8
Ex Servicemen				
Initial Claims				
New	492	600	(108)	-18.0
Additional	35	51	(16)	-31.4
Weeks Claimed **	3,787	5,620	(1,833)	-32.6
Weeks Compensated	3,606	5,353	(1,747)	-32.6
Gross Benefits Paid	950,814	\$1,408,760	(\$457,946)	-32.5
High Extended Benefit Unemployment				
Initial Claims	0	0	0	...
Weeks Claimed *	0	0	0	...
Weeks Compensated	0	0	0	...
Gross Benefits Paid	0	0	0	...
Trade Readjustment Allowance **				
Initial Claims	42	134	(92)	-68.7
Weeks Claimed	1,188	3,697	(2,509)	-67.9
Weeks Compensated	1,182	3,682	(2,500)	-67.9
Gross Benefits Paid	308,862	\$967,368	(\$658,506)	-68.1
Disaster Unemployment Assistance				
Initial Claims	5	0	5	...
Weeks Claimed	23	0	23	...
Weeks Compensated	14	0	14	...
Gross Benefits Paid	2,601	\$0	2,601	...
Alternative Trade Adjustment Assistance Program				
Initial Claims	3	30	(27)	-90.0
Weeks Claimed	536	1,589	(1,053)	-66.3
Weeks Compensated	536	1,589	(1,053)	-66.3
Gross Benefits Paid	59,962	\$257,546	(\$197,584)	-76.7

* Excludes interstate claims data received through Internet System.

** Includes retroactive payment activity.

**** Less than 0.1 percent change or no activity in prior fiscal year.

representing a 30% increase from calls received in 2017.

- Approximately 132,726 claims were processed through our Remote Initial Claims (RIC) system in 2018, representing a 9% increase over 2017.
 1. 69,819 claims were filed through the call centers by customer service representatives (CSRs).
 2. 62,907 claims were filed and completed via our web application.

Fifty-three percent of claims processed were completed by a CSR and 47% of claims processed were completed via the web.

- Approximately 111,078 issues were adjudicated by adjudication staff in 2018. This amounts to a 30% workload increase from 2017.
 1. 57,901 separation issues
 2. 53,177 non-separation issues

TAX OPERATIONS

In 2018, Tax Operations continued to thrive and set the standard for the nation in many categories. The division continued to operate in the black by collecting unemployment compensation tax in excess of \$214 million and has exceeded benefit payments for the eighth straight year. The Alabama Unemployment Insurance Trust Fund has grown to over \$642 million from the previous year ending, gaining more than \$70 million from 2017.

Electronic filing and remittance percentages continue to make Alabama one of the most efficient states in payment

processing. Electronic receipts of tax returns averaged 99% and electronic remittances averaged 98% during the year. Computer systems enhancements were implemented to benefit customers and become more efficient.

Accomplishments for the fiscal year are listed below:

- 6,225 online automated adjustments were processed to employer accounts. Bulk filers (ADP, Paychex) submitted 1,638 online adjustments bringing the combined total online adjustments to 7,863.
- Audits/Delinquency Control deposited a total of \$241,694,371.92 for period October 1, 2017 to September 30, 2018.
- Work continues on modernization which has been an issue initiating the Treasury Offset Program (TOP) in tax. Netacent has been contracted by the department to carry out the UI modernization and continues to work through the issues that upgrades present when revamping an old and antiquated Unemployment Insurance mainframe.
- Special interest assessment payments continue to be received from employers. Fiscal year total of special interest payments was \$26,021.02 from 143 employers.
- Information Systems personnel implemented a revision to the payment receipts data received daily from iTreasury. All electronic payments come through Regions Treasury. Before the revision was input, Audits staff had to enter the iTreasury application each morning and download all the payment receipts for the day. This was time consuming; and, in those weeks that succeeded the quarterly filings, it would sometimes take all day to download the total receipts. Information Systems added an electronic “switch” in the program which downloads the receipts automatically as soon as they are received from iTreasury. This has eliminated the need for Audits staff to perform the downloads. Additionally, the processing time of the receipts is now much faster.
- The electronic funds transfer payment screen on the ADOL website was modified and made its debut for second quarter unemployment tax filings. Prior to the change, an employer could only pay a lump sum. The AUTS program would then determine where the funds were posted. Frequently, this created a need for Audits/



The Hearings and Appeals Division was the first group to receive training in March on Netacent's Data Station.

Delinquency Control staff to manually adjust the payments and repost different due amounts on different quarters. The revision of the EFT payment screen now presents a table with each quarter's due amounts shown. The employer has the flexibility to select what quarters to pay, as well as the specific due amounts—such as tax, penalty or interest. This has helped to decrease significantly the amount of manual adjustments being keyed by Audits/Delinquency Control staff.

- Tax Rate notices will once again be available for download from our website for calendar/tax year 2019. The majority of the tax payers utilize the electronic version and there will only be 241 paper documents mailed. For the fiscal year ending September 30, 2018, calendar year 2019 tax rates produced will be 77,215 for online filers saving postage costs of \$37,835.35.
- 10,041 new employer accounts were established this year with 88.7% (8,908) being online filers. Eight hundred and eighty-two successor accounts were registered this year with 52.7% (465) of them being online. 10,055 address changes were completed this year. 56% of those completed were done by employers online. Employers are encouraged to go on line to use the automated systems.
- 2,933 accounts were set up due to the IRS Data Exchange Program. This program has not been as successful as the department had hoped. Due to fraudulent FEIN numbers being established through the IRS website and passed on, there has been a slowing in progress with concern to using the data. The department continues to work with the IRS to try and remove the fraudulent FEINs; however, the progress in this area has been slow due to poor communication on the IRS's part.

Other items of note are as follows:

- Tax Operations successfully passed all Tax Performance studies in 2018. Tax met or exceeded all minimum requirements mandated by the U.S. Department of Labor.
- Appeals had 27 cases prior to fiscal year 2018. Tax appeals received 30 additional cases during the fiscal year. Of the total 57 cases, zero cases were affirmed,

one case was overruled, 12 cases were withdrawn, and zero cases were defaulted. Only one hearing was held. At the end of FY 2018, 44 cases are waiting to be heard or are in negotiations. Due to staff shortages in other areas of the department, many of these cases have been pending for some time now. Tax Operations is developing a plan to clear all these outstanding hearings, and most pending appeals will be heard by the end of FY 2019.

Field Services has also experienced another productive year in 2018. Some accomplishments are as follows:

- Field staff collected \$9,677,092.29 of delinquent monies this year.
- Completed 1,280 Employer Wage Audits.
- Discovered 3,134 misclassified workers and \$28,378,641.60 misclassified wage dollars.
- The IRS Data Exchange Program is working well, and Tax is finding many misclassified workers through this initiative. 2,193 employees were found and an additional \$18,305,283.67 in total wages reported to the department. Taxable wages found were \$7,214,533.80 which established another \$138,231.85 in taxes due.

CHILD LABOR ENFORCEMENT

State law currently allows 14 and 15-year-old children to work until 7:00 p.m. during a school year. Children who are 16, 17, and 18 years old and are still enrolled in high school may work until 10 p.m.



Child Labor Inspectors Robin Wilburn and Adam Strickland spoke at the 16th Annual Alabama Child Safety Conference in Decatur in March. There were about 500 people from various non-profit and government agencies in attendance.



This child labor violation is currently under investigation in Covington County.



The Child Labor Division was represented at the 2018 Fire Explorer Competition in April. Inspector Robin Wilburn spent the day with junior explorers (teens learning to be firefighters). The division participates in the annual Fire Explorer Junior Cadet training at the Alabama Fire College.



Minors under the age of 18 are prohibited from working in many hazardous occupations. However, seven Alabama teenagers have died in prohibited work-related activities since 2000. Fortunately, none of those have occurred in more than 15 years, although serious injuries have been reported.

Child Labor went from three to two inspectors in May 2016 to cover the entire state.

Child Labor Enforcement:

- Follows up on 8-10 complaints per month. These complaints involve multiple issues including: record keeping, hour violations, prohibited occupations, alcohol, and underage minors;
- Randomly inspects businesses for compliance;
- Works with other federal and state agencies on investigations involving underage minors working prohibited occupations;

- Conducts trainings for new employers and those who have first offenses;
- Issues civil money penalties which are returned to the General Fund;
- Trains 400+ Career Technical Teachers, in four separate sessions each year (as required by the Department of Education);
- Partners with other state and federal agencies to facilitate pre-apprenticeship programs;
- Participates in the Annual Fire Explorer Junior Cadet training at the Alabama Fire College;
- Writes, designs, and updates all posters, brochures, forms, and other publications which are provided to every school system in the State;
- Answers calls and emails from the public, businesses, and school officials; and
- Conducts training for employers upon request.

Fiscal Year 2018

- 1,417 inspections of businesses were conducted.
- 228 violations were identified.
- \$20,650.00 in civil money penalties was collected.
- \$116,925.00 in fees were collected for were Child Labor Certificates.

INTERNAL SECURITY SECTION

The ADOL Internal Security Section (comprised of the Internal Security Unit, the UI Disclosure Unit, and the Physical Security Unit) is vital to maintaining the integrity of the UI program and safeguarding program assets. Authority for Internal Security resides in provisions set forth in the Social Security Act Section 303(a)(5) and Internal Revenue Code Section 3304(a)(4). Per Employment and Training (ET) Handbook 376, Guidelines for Internal Security in UI Operations, all states are required to administer an Internal Security Program.

Internal security activities include conducting risk analyses, reviewing newly automated and manual procedures, conducting investigations of alleged internal violations by agency staff and other perpetrators, and conducting audits and reviews of UI operations. The Internal Security Unit



During the July Staff Meeting, ADOL staff received important Active Shooter Training by Chance Corbett, the Executive Director of Campus Safety and Security at Auburn University.

conducted three internal audits and provided more than 11,000 responses to requests from law enforcement agencies. The Internal Security staff participated in ADOL's second successful FTI tri-annual audit.

The Physical Security staff reinstated safety drills and conducted a successful fire safety drill.

The Disclosure Unit oversees the release of ADOL confidential information and prepares all Informational Disclosure Agreement contracts for release of confidential information. Requests are received from various clients (claimants, attorneys, employers, payroll companies, etc.) The Disclosure Unit invoices each request and in FY 2018 produced more than 1600 invoices totaling more than \$149,000.00 in receivables.



Division directors and supervisors attended a December training session regarding building safety and security procedures for ADOL employees.



WORKERS' COMPENSATION

DIRECTOR
STEVE GARRETT

The Workers' Compensation (WC) Division ensures that necessary medical attention and compensation benefits are provided to employees injured on the job, or in the case of death, are provided to their dependents. The division also provides information and services to claimants, employers, insurance companies, attorneys, judges, legislators, labor and management groups, government agencies, and other parties. Other functions include gathering statistics on accidents, enforcing reporting requirements, monitoring claim payments, auditing all claim settlements, and taking corrective action on incorrect settlements or improper reporting procedures. The division is also responsible for gathering information on fraudulent claims of employees.

Ombudsmen mediate disputes through the benefit review conference process. The most frequent issue involves requests for information/assistance concerning the law or specific medical topics. The ombudsmen also provide assistance to employees, employers, attorneys, insurance carriers, and third-party administrators, via telephone, seminars, and speaking engagements.

The division conducts employer inspections to ensure compliance with the WC law. The division offers both a formal and informal medical dispute resolution process for any party that may dispute a medical service that has been conducted or that is requested.

Effective May 14, 2018, the State of Alabama's average weekly wage was determined to be \$865.16 for the calendar year 2017. This resulted in the following changes, effective July 1, 2018:

- ◆ The minimum weekly compensation payable increased from \$232 to \$238.

- ◆ The maximum benefits payable on fatalities increased from \$421,500 to \$432,500..

SELF-INSURANCE

The WC Division also administers the rules and regulations for both the Individual Self-Insurers and Group Self-Insurers. During FY 2018, the following activity took place within the Self-Insurance Section:

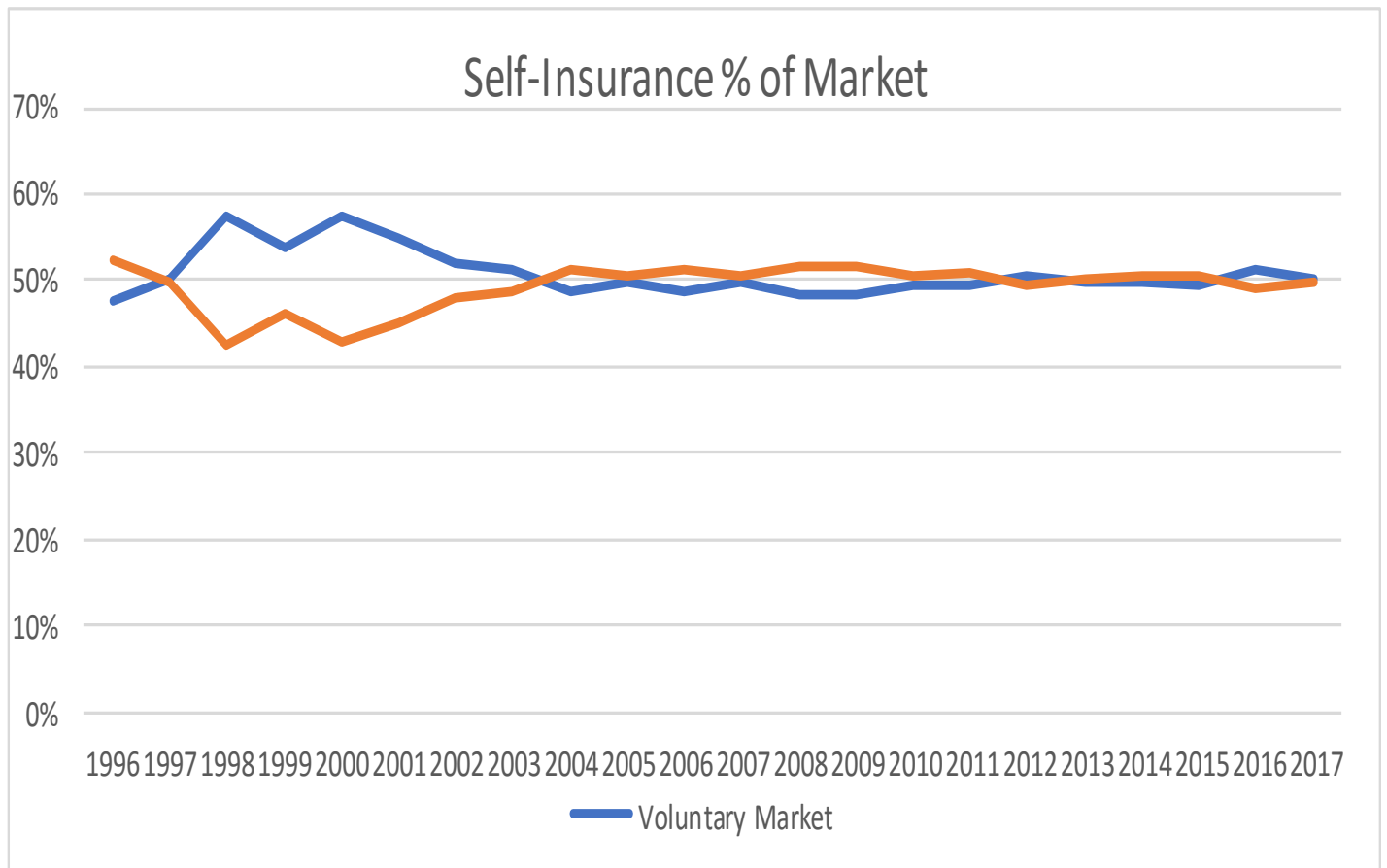
Group Fund Certificates Issued	4,302
Group Fund Certificates Canceled	4,073
Self-Insurance Certificates Issued	5
Self-Insurance Certificates Canceled	11
Self-Insurers Audited	262
Compliance Inspections	17,319
Employers In Non-Compliance	3,591
Continuing Education Seminars	5
Seminar Attendees	1,218
Continuing Education Certificates	1,196
Voluntary Mediations	2,566
Voluntary Mediations Resolved	2,390
Court Ordered Mediations	76
Court Ordered Mediations Resolved	46
Utilization Management/Bill Screening Certificates Issued	29
Drug-Free Workplace Certificates Issued	422
Medical Disputes	254
Third Party Administrators Certified	16
Professional Employer Organizations Certificates Issued	19

INDIVIDUAL SELF-INSURANCE

	FY 2018	FY 2017	Percent Change
Certificates Issued	5	12	-58.33%
Certificates Canceled	11	47	-76.60%
Total Individual Self-Insurers	232	238	-2.52%

GROUP SELF-INSURANCE

	FY 2018	FY 2017	Percent Change
Certificates Issued	4,302	4,303	-0.02%
Certificates Canceled	4,073	3,866	5.35%
Total Employers	28,578	28,230	1.23%
Total Number of Group Funds	17	17	0.00%



The above graph represents the total dollar amount actually paid for WC claims for calendar years 1996-2017, according to the WC Annual Assessment Report for Insurance Companies and Self-Insured Employers. As demonstrated by the graph, the trend for the voluntary market (private insurance) shows a steady decrease in market size of 60% in 1993 to 50% in 1997; but this market has remained steady since 1997. The Self-Insurance sector increased its market share from 40% to 50% over the past 20-year period.

Approximately 15.81% of the 12,869 injuries reported occurred in manufacturing, followed by the health care industry and retail trade at 8.87%. Thus 33% of the total injuries reported fell within manufacturing, health care, and retail trade. The majority of these injuries can be broken down as follows:

INDUSTRY	# INJURIES
MANUFACTURING:	
Transportation Equipment	353
Fabricated Metal Product	269
Beverage and Tobacco Product	156
Wood	152
Plastics and Rubber	106
HEALTH CARE:	
Nursing	376
Hospitals	335
Ambulatory	317
RETAIL TRADE:	
Food and Beverage	246
General Merchandise	236
Motor Vehicle and Parts	194

FIRST REPORTS OF INJURY BY COUNTY AND TOTAL NUMBER OF INJURIES

				FY 2018%
	FY 2018	FY 2017	% Change	of Total
Autauga	94	84	12%	0.73%
Baldwin	465	508	-8%	3.61%
Barbour	67	49	37%	0.52%
Bibb	40	34	18%	0.31%
Blount	71	55	29%	0.55%
Bullock	28	29	-3%	0.22%
Butler	83	57	46%	0.64%
Calhoun	207	252	-18%	1.61%
Chambers	61	67	-9%	0.47%
Cherokee	52	38	37%	0.40%
Chilton	80	74	8%	0.62%
Choctaw	31	21	48%	0.24%
Clarke	75	61	23%	0.58%
Clay	40	17	135%	0.31%
Cleburne	15	19	-21%	0.12%
Coffee	113	118	-4%	0.88%
Colbert	147	139	6%	1.14%
Conecuh	30	35	-14%	0.23%
Coosa	22	18	22%	0.17%
Covington	63	63	0%	0.49%
Crenshaw	47	37	27%	0.37%
Cullman	164	159	3%	1.27%
Dale	112	92	22%	0.87%
Dallas	106	114	-7%	0.82%
Dekalb	100	91	10%	0.78%
Elmore	110	124	-11%	0.85%
Escambia	84	61	38%	0.65%
Etowah	275	303	-9%	2.14%
Fayette	28	42	-33%	0.22%
Franklin	95	87	9%	0.74%
Geneva	32	34	-6%	0.25%
Greene	15	23	-35%	0.12%
Hale	21	17	24%	0.16%
Henry	22	22	0%	0.17%
Houston	301	297	1%	2.34%
Jackson	105	109	-4%	0.82%
Jefferson	2,038	1,982	3%	15.84%
Lamar	33	29	14%	0.26%
Lauderdale	149	133	12%	1.16%
Lawrence	20	31	-35%	0.16%
Lee	345	318	8%	2.68%
Limestone	141	130	8%	1.10%

				FY 2017%
	FY 2017	FY2016	% Change	of Total
Lowndes	26	30	-13%	0.20%
Macon	24	33	-27%	0.19%
Madison	829	805	3%	6.44%
Marengo	54	50	8%	0.42%
Marion	55	69	-20%	0.43%
Marshall	292	221	32%	2.27%
Mobile	1,019	910	12%	7.92%
Monroe	48	38	26%	0.37%
Montgomery	789	827	-5%	6.13%
Morgan	346	358	-3%	2.69%
Perry	10	24	-58%	0.08%
Pickens	26	27	-4%	0.20%
Pike	86	98	-12%	0.67%
Randolph	22	22	0%	0.17%
Russell	78	96	-19%	0.61%
Shelby	408	345	18%	3.17%
St. Clair	97	97	0%	0.75%
Sumter	15	7	114%	0.12%
Talladega	331	251	32%	2.57%
Tallapoosa	60	83	-28%	0.47%
Tuscaloosa	641	578	11%	4.98%
Unclassified	1,246	1,142	9%	9.68%
Walker	140	123	14%	1.09%
Washington	32	52	-38%	0.25%
Wilcox	17	21	-19%	0.13%
Winston	51	58	-12%	0.40%
TOTAL	12,869	12,338	4%	100%

FIRST REPORTS OF INJURY RANKED BY NUMBER OF INJURIES

				FY 2018%
	FY 2018	FY 2017	% Change	of Total
Jefferson	2,038	1,982	3%	15.84%
Unclassified	1,246	1,142	9%	9.68%
Mobile	1,019	910	12%	7.92%
Madison	829	805	3%	6.44%
Montgomery	789	827	-5%	6.13%
Tuscaloosa	641	578	11%	4.98%
Baldwin	465	508	-8%	3.61%
Shelby	408	345	18%	3.17%
Morgan	346	358	-3%	2.69%
Lee	345	318	8%	2.68%
Talladega	331	251	32%	2.57%
Houston	301	297	1%	2.34%
Marshall	292	221	32%	2.27%
Etowah	275	303	-9%	2.14%
Calhoun	207	252	-18%	1.61%
Cullman	164	159	3%	1.27%
Lauderdale	149	133	12%	1.16%
Colbert	147	139	6%	1.14%
Limestone	141	130	8%	1.10%
Walker	140	123	14%	1.09%
Coffee	113	118	-4%	0.88%
Dale	112	92	22%	0.87%
Elmore	110	124	-11%	0.85%
Dallas	106	114	-7%	0.82%
Jackson	105	109	-4%	0.82%
Dekalb	100	91	10%	0.78%
St. Clair	97	97	0%	0.75%
Franklin	95	87	9%	0.74%
Autauga	94	84	12%	0.73%
Pike	86	98	-12%	0.67%
Escambia	84	61	38%	0.65%
Butler	83	57	46%	0.64%
Chilton	80	74	8%	0.62%
Russell	78	96	-19%	0.61%
Clarke	75	61	23%	0.58%
Blount	71	55	29%	0.55%
Barbour	67	49	37%	0.52%
Covington	63	63	0%	0.49%
Chambers	61	67	-9%	0.47%
Tallapoosa	60	83	-28%	0.47%
Marion	55	69	-20%	0.43%
Marengo	54	50	8%	0.42%

				FY 2017%
	FY 2017	FY2016	% Change	of Total
Cherokee	52	38	37%	0.40%
Winston	51	58	-12%	0.40%
Monroe	48	38	26%	0.37%
Crenshaw	47	37	27%	0.37%
Bibb	40	34	18%	0.31%
Clay	40	17	135%	0.31%
Lamar	33	29	14%	0.26%
Geneva	32	34	-6%	0.25%
Washington	32	52	-38%	0.25%
Choctaw	31	21	48%	0.24%
Conecuh	30	35	-14%	0.23%
Bullock	28	29	-3%	0.22%
Fayette	28	42	-33%	0.22%
Lowndes	26	30	-13%	0.20%
Pickens	26	27	-4%	0.20%
Macon	24	33	-27%	0.19%
Coosa	22	18	22%	0.17%
Henry	22	22	0%	0.17%
Randolph	22	22	0%	0.17%
Hale	21	17	24%	0.16%
Lawrence	20	31	-35%	0.16%
Wilcox	17	21	-19%	0.13%
Cleburne	15	19	-21%	0.12%
Greene	15	23	-35%	0.12%
Sumter	15	7	114%	0.12%
Perry	10	24	-58%	0.08%
TOTAL	12,869	12,338	4%	100%

FIRST REPORTS OF INJURY RANKED BY LARGEST PERCENTAGE CHANGE

	FY 2018	FY 2017	% Change
Clay	40	17	135%
Sumter	15	7	114%
Choctaw	31	21	48%
Butler	83	57	46%
Escambia	84	61	38%
Cherokee	52	38	37%
Barbour	67	49	37%
Marshall	292	221	32%
Talladega	331	251	32%
Blount	71	55	29%
Crenshaw	47	37	27%
Monroe	48	38	26%
Hale	21	17	24%
Clarke	75	61	23%
Coosa	22	18	22%
Dale	112	92	22%
Shelby	408	345	18%
Bibb	40	34	18%
Walker	140	123	14%
Lamar	33	29	14%
Lauderdale	149	133	12%
Mobile	1,019	910	12%
Autauga	94	84	12%
Tuscaloosa	641	578	11%
Dekalb	100	91	10%
Franklin	95	87	9%
Unclassified	1,246	1,142	9%
Lee	345	318	8%
Limestone	141	130	8%
Chilton	80	74	8%
Marengo	54	50	8%
Colbert	147	139	6%
Cullman	164	159	3%
Madison	829	805	3%
Jefferson	2,038	1,982	3%
Houston	301	297	1%
Covington	63	63	0%
Henry	22	22	0%
Randolph	22	22	0%
St. Clair	97	97	0%
Morgan	346	358	-3%
Bullock	28	29	-3%

	FY 2017	FY2016	% Change
Jackson	105	109	-4%
Pickens	26	27	-4%
Coffee	113	118	-4%
Montgomery	789	827	-5%
Geneva	32	34	-6%
Dallas	106	114	-7%
Baldwin	465	508	-8%
Chambers	61	67	-9%
Etowah	275	303	-9%
Elmore	110	124	-11%
Winston	51	58	-12%
Pike	86	98	-12%
Lowndes	26	30	-13%
Conecuh	30	35	-14%
Calhoun	207	252	-18%
Russell	78	96	-19%
Wilcox	17	21	-19%
Marion	55	69	-20%
Cleburne	15	19	-21%
Macon	24	33	-27%
Tallapoosa	60	83	-28%
Fayette	28	42	-33%
Greene	15	23	-35%
Lawrence	20	31	-35%
Washington	32	52	-38%
Perry	10	24	-58%
TOTAL	12,869	12,338	4%

**FIRST REPORTS OF INJURY
CATEGORIZED BY INDUSTRY**

	FY 2018
Agriculture, Forestry, Fishing, Hunting	162
Mining	236
Utilities	131
Construction	861
Manufacturing	2,035
Wholesale Trade	587
Retail Trade	1,111
Transport, Warehouse	881
Information	117
Finance, Insurance	226
Real Estate, Rent, Lease	155
Professional, Scientific, Technical Services	215
Management Companies, Enterprises	33
ASWMRS	976
Educational Services	79
Health Care, Social Assistance	1,142
Arts, Entertainment, Recreation	122
Accommodation, Food	544
Other Services Excluding Public Administration	322
Public Administration	822
Unclassified	2,112
TOTAL	12,869

**TYPE OF INJURIES
CATEGORIZED BY PART OF BODY**

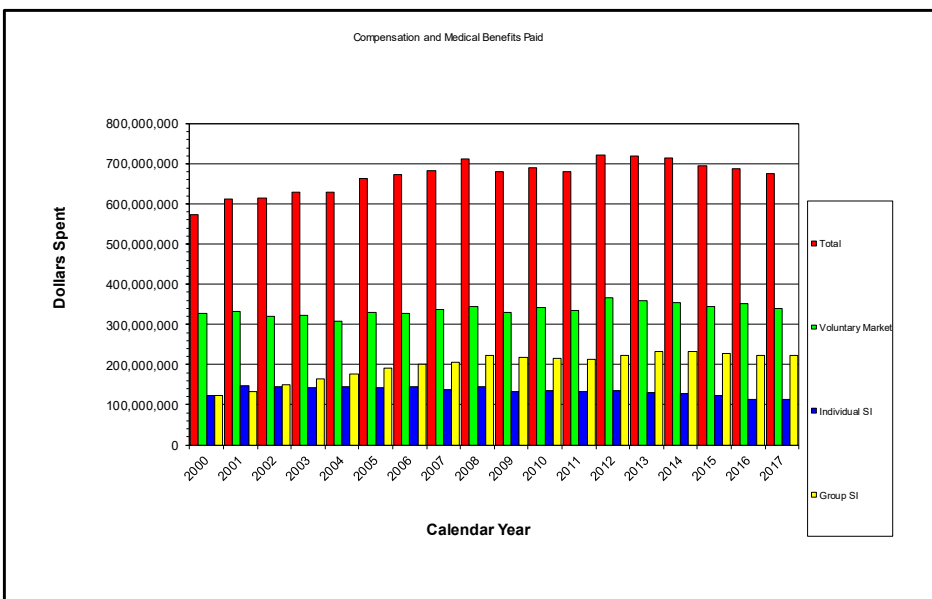
Body Part Injured	Number	Percent
Head	721	6%
Neck	282	2%
Upper Extremities	4,522	35%
Trunk	2,514	20%
Lower Extremities	3,413	27%
Multiple Body Parts	1,417	11%
Total	12,869	100%

FATALITIES REPORTED

	FY 2018	% of Total
Agriculture	1	4%
Construction	3	11%
Transportation/Warehousing	2	7%
Manufacturing	3	11%
Accommodation and Food Service	1	4%
Health Care/Social Assistance	0	0%
Retail Trade	4	14%
Administrative and Support	4	14%
Wholesale Trade	3	11%
Professional, Scientific, Technical Services	1	4%
Real Estate and Rental	2	7%
Other Services (Except Public Administration)	1	4%
Non-Classifiable Establishments	3	11%
TOTAL	28	100%

During FY 2018 there were 28 fatalities reported. Of those, approximately 82% were males with an average weekly wage of \$783.38. The average age was 43 with the average time employed being seven years. Of the 28 deaths, approximately 43% were employed six months or less. Four

fatalities were 60 years of age or older with the oldest being 66 and 13 were 40 years of age or younger with vehicular crashes making up 43% of the cause of death.



The graph at left represents the total dollar amounts actually paid for Workers' Compensation claims for Calendar Years 1999 through 2017, according to the Workers' Compensation Annual Assessment Report for Insurance Companies & Self-Insured Employers. These amounts were paid in the calendar year as specified below, regardless of date of original injury, and the totals represent both compensation and medical benefits paid.



The Labor Market Information (LMI) Division is responsible for collecting, analyzing, and disseminating data essential for evaluating the condition of the Alabama economy. What is the latest unemployment rate? What wages can be expected from a certain occupation? Which industries employ the most people? What occupations are in high demand? These are just a few examples of questions answered with labor market information. The LMI website is linked on labor.alabama.gov and allows public and professional users access to the LMI data.

The LMI Division operates four Federal-State cooperative programs in agreement with the Bureau of Labor Statistics (BLS), a statistical branch of the United States Department of Labor. These core programs include:

- ◆ Current Employment Statistics (CES)
- ◆ Local Area Unemployment Statistics (LAUS)
- ◆ Occupational Employment Statistics (OES)
- ◆ Quarterly Census of Employment and Wages (QCEW).

The Current Employment Statistics (CES) program produces detailed industry estimates of employment, hours, and earnings of workers on nonfarm payrolls. Each month CES surveys approximately 19,000 businesses and publishes data at the state level and for the 12 metropolitan areas. These sample based estimates are revised monthly and annually. CES estimates are among the earliest economic information available to analyze current economic conditions. Because of this, CES estimates are heavily used in both the private and public sector. Below is a short list of some of the uses for CES estimates:

Private Sector

- ◆ Guide decisions on plant location, sales, and purchases.
- ◆ Compare individual business and the industry or economy as a whole.
- ◆ Negotiate labor contracts based upon industry or area hourly earnings and weekly hours series.
- ◆ Determine the employment base of States and areas for bond ratings.
- ◆ Detect and plan for swings in the business cycle using the average weekly hours series.

Public Sector

- ◆ Evaluate the economic health of State and areas.
- ◆ Guide monetary policy decisions.
- ◆ Assess the growth of industries.
- ◆ Forecast tax revenue for States and areas.
- ◆ Measure employment, hours, and earnings as a means of determining growth in the economy.

The Local Area Unemployment Statistics (LAUS) program calculates and publishes civilian labor force, employment rates, and unemployment rates for the state, metropolitan areas, counties, cities (with a population equal to or greater than 25,000), and Workforce Regions each month. The LAUS unit is responsible not only for publishing the rates, but providing insight to the rates from an historical standpoint. These estimates are key indicators of local economic conditions.

A wide variety of customers use these estimates:

- ◆ Federal programs use the data for allocations to states and areas, as well as eligibility determinations for assistance.
- ◆ State and local governments use the estimates for planning and budgetary purposes and to determine the need for local employment and training services.
- ◆ Private industry, researchers, the media, and other individuals use the data to assess localized labor market developments and make comparisons across areas.

The concepts and definitions underlying LAUS data come from the Current Population Survey (CPS), the household

survey that is the source of the national unemployment rate. State monthly model-based estimates are controlled in "real time" to sum to national monthly employment and unemployment estimates from the CPS. These models combine current and historical data from the CPS, the Current Employment Statistics (CES) survey, and state unemployment insurance (UI) systems. Estimates for counties are produced through a building-block approach known as the "Handbook method." This procedure also uses data from several sources, including the CPS, the CES program, state UI systems, and the Census Bureau's American Community Survey (ACS), to create estimates that are adjusted to the statewide measures of employment and unemployment. Estimates for cities are prepared using disaggregation techniques based on inputs from the ACS, annual population estimates, and current UI data.

The QCEW program collects quarterly employment and wage data for workers covered by state unemployment insurance (UI) laws. This program is responsible for assigning NAICS (North American Industry Classification System) and county codes to new employers and surveying established employers to ensure accuracy. The QCEW provides the number of establishments, monthly employment, and quarterly wages, by NAICS industry groups, for the state and counties. The primary source for the QCEW is administrative data from state's UI program. These data are supplemented by data from two Bureau of Labor Statistics (BLS) surveys: the Annual Refiling Survey and the Multiple Worksite Report. This data enables QCEW to provide an employment benchmark and sample frames for other BLS programs, as well as a basis of estimation of

the wage and salary component for the Bureau of Economic Analysis Personal Income statistic. The QCEW has a longitudinal database in which it can link data over time and capture business mergers and acquisitions. QCEW data is published quarterly but lags the last month of the quarter by roughly five months. This is to account for any adjustments and revisions that need to be made to preliminary reported data. In 2018, numerous requests involving both current and historical data were fulfilled using system reports and staff created Progress queries.

The OES program, under the management of USDOL Bureau of Labor Statistics, surveys nonfarm establishments to collect occupational employment and wage data by industry. BLS pulls a sample from the state's QCEW files, ensuring that it is evenly distributed across employer size, industry, and area. Data is collected in two survey panels every year, each having a sample size of approximately 3,700 employers. One panel starts in November and ends in June, and the other begins in May and ends in December, creating a month overlap in the schedule. LMI's cooperative agreement with BLS states that LMI will meet, at minimum, 75% response of the sample; either 75% of the employers or 75% of the total employment. This response rate is required for every area in which data is published; 13 metropolitan and 4 balance-of-state areas. It is currently not mandatory for Alabama employers to respond to the OES survey, as it is in some states. As a result, it is challenging for the OES staff to convince employers to respond and meet the requirements of BLS.

Through several years of outreach by the LMI Workforce



LMI conducted training in nine locations across the state. More than 450 people were trained in 21 sessions from May through August. All Career Center staff were trained to locate and use LMI data to help jobseekers explore careers, find jobs, and transition from declining industries and occupations into growing industries and occupations. There were also attendees from workforce and education partners such as ADRS, ALSDE, ACCS, adult education, and more.

Development Unit, work with Career Center managers and business services reps across the state, and involvement in workforce development boards more employers understand the significance of their responses to the OES survey. These efforts combined with energized OES staff, have increased the success of the survey. In April 2018, with new leadership, the OES unit reached 80% response in all areas weeks ahead of schedule. The significance of this accomplishment is that the unit finished their panel at the exact time when the new survey panel was mailed out, so that they would not be handling data for a new survey sample, and finishing up the previous sample, at the same time. The long-term goal for the unit is not to have any overlap of survey panels in the future, making it easier for staff to focus more on data quality and establishing relationships with employers. For example, without overlap in the survey panel, OES staff had time to send employers with 100+ employees, who responded to the survey, a thank you email which included the current employment and wage data for their respective areas.

As part of the Department of Labor's mission to foster and promote the welfare of jobseekers and provide insured benefits to those who have lost jobs due to no fault of their own, the Reports Unit of LMI compiles ongoing data on unemployment activity levels across the State. In FY 2018, unemployment activities continued to decrease from the previous years. New initial claims dropped 7% over the previous fiscal year.

The Reports Unit continues to track and submit data on claims and payment levels for the various unemployment compensation programs along with providing special requests to government and private agencies. The unit also compiles narratives and publishes the monthly Statistical Bulletin on the internet which reveals claimant totals and trends of the State UI and federal/ex-military unemployment programs.

The following programs were supported in FY 2018:

- ◆ State Unemployment Insurance
- ◆ Unemployment Compensation for Federal Employees
- ◆ Unemployment Compensation for Ex-servicemembers
- ◆ Trade Act of 1974
- ◆ Alternative Trade Adjustment Assistance
- ◆ Disaster Unemployment Assistance (DUA)

In addition, the Participant Individual Record Layout (labeled PIRL) was submitted and data obtained in conjunction with other federal and state agencies. This federally mandated quarterly report tracks participant characteristics and outcomes from training, etc. and re-employment to measure the success of the Trade Act Program.

This section also conducted economic research to provide estimates for Unemployment Compensation Legislation, including the analysis of the benefit costs, tax revenues, and trust fund adequacy.

ALABAMA HOT 40 DEMAND OCCUPATIONS

Occupation	Alternate Job Titles	Career Cluster	Average Annual Salary 2017	Average Annual Total Openings 2016-2026
OCCUPATIONS REQUIRING A MASTERS OR A DOCTORAL OR PROFESSIONAL DEGREE				
Management Analysts	IT Analyst (Information Technology Analyst), Operations Analyst, Records Analyst, Technical Analyst	Information Technology	\$93,472	590
Physical Therapists	Home Care Physical Therapist, Pediatric Physical Therapist, Physiotherapist, Sports Physical Therapist	Health Services	\$88,356	180
Nurse Practitioners	Emergency Medicine Nurse Practitioner, Family Practice Nurse Practitioner, Surgical Nurse Practitioner	Health Services	\$94,884	235
OCCUPATIONS REQUIRING A BACHELOR'S DEGREE				
Software Developers, Applications	Applications Engineer, Applications System Analyst, Technical Support Engineer, Windows Software Engineer	Information Technology	\$92,359	565
Industrial Engineers	Applications Engineer, Applications System Analyst, Technical Support Engineer, Windows Software Engineer	Manufacturing	\$87,883	500
Software Developers, Systems Software	Computer Engineer, Operating System Designer, Software Design Engineer, Technical Support Engineer	Information Technology	\$103,376	365
Market Research Analysts & Marketing Specialists	Database Marketing Analyst, Marketing Support Specialist, Product Marketing Manager, Research Analyst	Business & Administration	\$59,206	420
Mechanical Engineers	Facilities Mechanical Design Engineer, HVAC Engineer, Mechanical Equipment Test Engineer, Project Engineer	Manufacturing	\$89,991	320
Aerospace Engineers	Aeronautical Design Engineer, Field Service Engineer, Fuel Efficient Aircraft Designer, Helicopter Engineer	Manufacturing	\$116,002	335
Electrical Engineers	Distribution Field Engineer, Electrical Test Engineer, Power Transmission Engineer, Solar Designer	Manufacturing	\$97,844	360
Accountants & Auditors	Accounting Officer, Business Analyst, Certified Public Accountant, General Accountant	Business & Administration	\$69,646	1,735
Information Security Analysts	Computer Security Coordinator, Database Security Expert, Security Operations Analyst, Threat Monitoring Analyst	Information Technology	\$89,324	110
Computer Systems Analysts	Applications Systems Analyst, E-Business Specialist, IT Security Analyst, Technical Analyst	Information Technology	\$81,965	295
OCCUPATIONS REQUIRING AN ASSOCIATE'S DEGREE, POSTSECONDARY CERTIFICATE, OR SOME COLLEGE, NO DEGREE				
Medical Assistants	Health Information Code, Health Services Information Specialist, Hemodialysis Patient Care Specialist	Health Services	\$27,731	1,055
Registered Nurses	Charge Nurse, Consultant Nurse, Nurse Case Manager, Private Duty Nurse, Public Health Nurse	Health Services	\$57,887	3,275
Medical Secretaries	Health Information Coder, Hospital Admissions Clerk, Medical Office Clerk, Medical Records Clerk	Health Services	\$32,839	695
Industrial Machinery Mechanics	Industrial Machinery Mechanic, Machine Adjuster, Maintenance Mechanic, Maintenance Technician	Manufacturing	\$50,747	1,225
Welders, Cutters, Solderers, & Brazers	Aluminum Welder, Fabrication Welder, Fabricator, Filter Welder, Maintenance Welder, MIG Welder, Welder	Manufacturing	\$39,906	1,345
Computer User Support Specialists	Computer Support Technician, Helpdesk Technician, Network Control Operator, Technical Support Analyst	Information Technology	\$48,528	545
Aircraft Mechanics & Service Technicians	Aircraft Body & Fuselage Structure Repairer, Airframe & Powerplant Mechanic Apprentice	Manufacturing	na	355
Physical Therapist Assistants	Home Health Physical Therapist Assistant, Outpatient Physical Therapist Assistant, Physiotherapy Assistant	Health Services	\$55,020	325
Heating, Air Conditioning, & Refrigeration Mechanics & Installers	Air Conditioning Service Technician, Gas Furnace Installer, HVAC Mechanic, Refrigeration Systems Installer	Manufacturing	\$40,971	655
Phlebotomists	Clinical Phlebotomist, Laboratory Phlebotomist, Phlebotomy Services Technician, Research Phlebotomist	Health Services	\$29,473	340
Machinists	Steel Machinist, Journeyman Machinist, Machine Operator, Machine Repair Person, Machinist, Maintenance Machinist	Manufacturing	\$42,649	745
Industrial Engineering Technicians	Engineering Technician, Quality Controller, Manufacturing Technician, Production Planner	Manufacturing	\$58,781	140
Respiratory Therapists	Inhalation Therapist, Registered Respiratory Therapist, Cardiopulmonary Rehabilitation Respiratory Therapist	Health Services	\$48,668	180
Emergency Medical Technicians & Paramedics	Ambulance Driver-Paramedic, Emergency Medical Technician (EMT), First Responder, EMT/Dispatch	Health Services	\$29,719	335
OCCUPATIONS REQUIRING A HIGH SCHOOL DIPLOMA OR LESS				
Home Health Aides	Certified Home Health Aide, Home Attendant, Home Care Aide, In-Home Caregiver	Health Services	\$20,728	960
Team Assemblers	Machine Operator, Manufacturing Assembler, Motor Vehicle Assembler, Assembly Technician	Manufacturing	\$34,092	5,330
Industrial Truck & Tractor Operators	Forklift Operator, Diesel Transfer Car Operator, Tractor Operator, Heavy Machinery Operator	Manufacturing	\$33,769	1,335
Laborers & Freight, Stock, & Material Movers, Hand	Dock Worker, Material Handler, Warehouse Worker, Receiving Associate	Manufacturing	\$25,505	6,470
Heavy & Tractor-Trailer Truck Drivers	Construction Driver, Driver-Liability Worker, Heavy Truck Driver, Tractor-Trailer Moving Vehicle Driver	Transportation	\$40,077	4,055
Plumbers, Pipefitters, & Steamfitters	Commercial Plumber, Journeyman Plumber, Plumber Gasfitter, Plumbing & Heating Mechanic	Manufacturing	\$42,983	650
Maintenance & Repair Workers, General	Building Maintenance Repairer, Mechanical Test Technician, Industrial Maintenance Repairer	Manufacturing	\$25,178	2,290
Sales Reps, Wholesale & Manufacturing	Commercial Equipment & Supplies Sales Representative, Manufacturer's Representative	Business & Administration	\$37,902	1,735
Bus & Truck Mechanics & Diesel Engine Specialists	Bus Mechanic, Diesel Mechanic, Diesel Technician, Fleet Mechanic, Mechanic, Service Technician	Manufacturing	\$62,387	2,755
Customer Service Representatives	Claim Processor, Customer Service Associate, Customer Care Specialist, Client Services Representative	Business & Administration	\$42,434	505
Production, Planning, & Expediting Clerks	Master Scheduler, Material Coordinator, Materials Planner, Planner, Production Assistant, Production Clerk	Business & Administration	\$33,977	4,340
Construction Laborers	Construction Laborer, Construction Worker, Drop Crew Laborer, Helper, Laborer, Skilled Labor	Manufacturing	\$29,364	1,215
Computer-Controlled Machine Tool Operators, Metal & Plastic	Automated Cutting Machine Operator, Automation Machine Operator, CNC Machinist, Robotic Machine Operator	Manufacturing	\$37,674	295

* To receive the most recent wage data, go to www.labor.alabama.gov/lmi

The office of the ADOL Labor Administrator was established in January 2016.

The ADOL Labor Administrator is responsible for planning and directing the internal and external programs necessary to achieve the strategic goals for the department, directing other high-level administrative duties, and decision making. The Training Section and the Equal Employment Opportunity and Grievance (EEOG) Section are included in the Labor Administrator Division.

In 2017 the Labor Administrator developed and began the implementation of the Performance Improvement Plans (PIP). The purpose is to ensure that the organizational structures, plans, and the overall missions for each ADOL division are being reviewed, and that each is accountable and compliant with the appropriate policies and procedures as they relate to the services provided. The implementation of the PIP will continue into 2019 and beyond.

The Labor Administrator supervises and meets regularly with the EEOG manager to discuss the Americans with Disabilities Act (ADA) and other departmental policies to conform with state and federal laws. As in past years, staff maintained and updated master sets of policies and procedures on the intranet, continued the review of the ADOL Employee Handbook to ensure information is updated and correct, and updated the departmental training procedures, which is an ongoing process. The division coordinated, reviewed, and ensured that the overall strategic ADOL goals and services are being implemented on a continuous basis, coordinated various activities associated with carrying out goals such as building relationships with private, public, and non-profit entities, and supervised and directed the Training Section for all departmental training activity. The Labor Administrator served as the supervisor/advisor over the EEOG manager, provided training sessions, and traveled to the Employment Services Offices to provide follow-up results from the *Confidential Employee Survey*, as a part of the Succession Planning and Cross Training Strategy for the department. Other duties and accomplishments include:

- Service as a non-partisan member of the selection and interview panels for supervisory level positions during job interviews;
- Built networking opportunities made available through



attending professional conferences, non-profit leadership meetings, and professional associations.

The office of the Labor Administrator will continue to research methods and execute ideas for positively impacting the overall work environment at ADOL.

The impact of the PIP program has been positive. Performance improvement measures have been established for several divisions and sections of ADOL. Strategic plans have been recommended to division and section heads for the completion of duties required by federal and state laws and departmental procedures. The Labor Administrator and staff have completed additional interviews, researched divisional responsibilities, and reviewed job specifications which aid in the development of PIP for various divisions and sections. This critical work will continue into 2019 and plans are to develop more comprehensive plans for improvement for the other 12 ADOL divisions. The important work within the Labor Administrator Division is definitely completed through TEAMWORK, which involves all six employees.

Equal Employment Opportunity and Grievance

The EEOG section operates out of the office of the Labor Administrator with Tonya Scott, Esq. serving as EEOG manager. The section is responsible for ensuring that the Alabama Department of Labor complies with federal equal opportunity and nondiscrimination laws and regulations. In fulfillment of this goal, the unit conducts compliance reviews of departmental programs, activities, and services and provides technical assistance and training as needed; processes requests for reasonable accommodation under the ADA; counsels employees on various confidential



Training Section Manager Gregg Morrison and training staff members Cicily Caldwell, Barbara Ingram, and Tressia Woods.



EEOG Manager Tonya Scott presents *Respect and Civility* training.

subjects such as discrimination/harassment based on race, sex, and other protected classifications; and investigates grievances arising out of alleged misconduct. EEOG recommends corrective action when appropriate.

During the 2018 calendar year, six grievances were filed by ADOL employees and four were investigated and resolved by EEOG with no further appeal/charges filed. In 2018, four charges were filed with the Federal Equal Employment Opportunity Commission (EEOC). The EEOC issued three *Dismissal and Notice of Rights* letters and two charges are pending.

It is the intent of the Alabama Department of Labor to ensure compliance with Title VII of the Civil Rights Act of 1964, as amended, and related codes, statutes and regulations. It is also the intent that applicants and employees are treated equally during employment without regard to their race, religion, sex, color, national origin, age, or disability in accordance with all federal and state laws. Action covered by this statement shall include employment, promotions, demotions, transfers, recruitment, training, and other terms of employment.

Training Section

The Training Section is managed by Training Specialist II Gregg Morrison and has a staff of three employees. In 2018, the section developed and began the implementation of the ADOL Leadership training series. The training team works closely with the Information Systems (IS) Division to

ensure current policies and procedures are applied to the appropriate place on the department's intranet. Training has been instrumental in ensuring that required information for new employees is available for review. This year, overtime training was provided by the U.S. Department of Labor, Wage and Hour Division, updated Safety and Security procedures are being completed, and a new cell phone alert system is being tested.

The new emergency contact system will allow the training manager to send emergency alert information directly to employees' cell phones during major emergency events. The Emergency Office Closure System is managed by the Training Manager for all offices except the Employment Services Division.

The section continues to maintain updated training records of all employees. It also played a critical role in the development of more efficient ways to manage the travel and approval process for employees to attend conferences and work-related meetings.

The Training Section continues to be responsible for the development of various training topics, the creation of power-point presentations, providing support to other divisions, and updating and creating required forms in a fillable format for easier use. The section provides a support role to the entire agency.

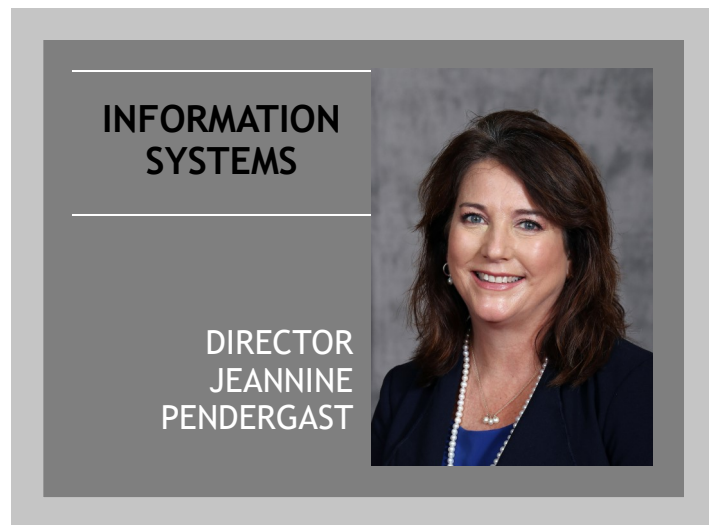
ADOL's Information Systems (IS) Division has achieved, and helped other divisions achieve, many accomplishments in 2018. IS credits this to the flexibility of its staff. This adaptability has allowed IS to align its goals with each individual division's mission, and business strategies. This has resulted in better management of ADOL's resources.

Below are some improvements and achievements in 2018:

- ◆ ADOL has continued to make progress with respect to achieving its goal of fully modernizing the Unemployment Compensation Benefit Payment and Tax systems. Moving away from the legacy mainframe system and onto a .NET platform will allow the department to readily and effectively meet future Federal and State legislative mandates.
- ◆ While actually part of UI modernization as a whole, ADOL IS staff have been working to identify, research, and re-engineer a wide variety of mainframe based processes that do not fall within the scope of the third-party UI modernization effort. Work in this area will continue into 2019.
- ◆ ADOL IS staff have made tremendous strides this year towards migrating our mainframe based New Hire processes to a modern platform. This will afford the opportunity to provide a greater level of customer service to customers. While it was hoped to complete this project before year's end it will most likely continue into 2019.



Deputy IS Director John Demas was invited to co-present one of the sessions at the Alabama Digital Government Summit in May. The summit was held in Montgomery at the Renaissance Hotel & Conference Center. The session, titled Getting Our Heads in the Cloud, addressed the how, what, when, and where of developing a successful cloud initiative.



- ◆ The division continues to move towards the goal of fully modernizing the legacy mainframe based Workers' Compensation system. It is being developed in a .NET environment which will not only allow for a higher level of control by the users but should prove to be more intuitive and thus more user-friendly. The project will most likely be completed early to mid-2019.
- ◆ ADOL IS staff continue to make progress working to migrate ADOL off the logical partition on the OIT mainframe to OIT's production logical partition. The parallel testing phase is currently underway and recent feedback has been quite reassuring. The goal is to have this completed by or prior to UI modernization go-live.
- ◆ Division staff provided IT support for job fairs held throughout the state by enhancing the registration and sign-in processes. The registration application was redesigned and streamlined with new functionality being added, allowing better communication with job fair participants, keeping them informed of job fair changes.
- ◆ Converted all phones to voice over IP technology resulting in a significant cost savings for the Agency.
- ◆ Working with our partner Agency, Vocational Rehabilitation, accessible workspaces for jobseekers were implemented in several of our career centers. A Spanish option for claimants filing weekly certifications using the IVR was also added. Both projects make ADOL's products easier to use and more accessible to customers.
- ◆ These modernization efforts required additional staff training. Training is continued for mainframe

programming staff by providing opportunities by which they can learn and develop the skill-set needed to perform effectively in the .NET environment the Department is moving fully towards. A small group of developers recently attended an AZURE training course offered by Microsoft. This offered, among other things, instruction on how to develop and host web sites and API's in the cloud. Feedback from those in attendance was positive so those types of events will continue to be important when looking at future opportunities.

- ◆ Security is always the top priority in any project. To ensure all best practices standards are met, staff participated in several audits performed by the IRS, SSA, and Varonis. The IRS findings were minor with most being corrected within the first 60 days. SSA and Varonis found no vulnerabilities and no system insecurities.

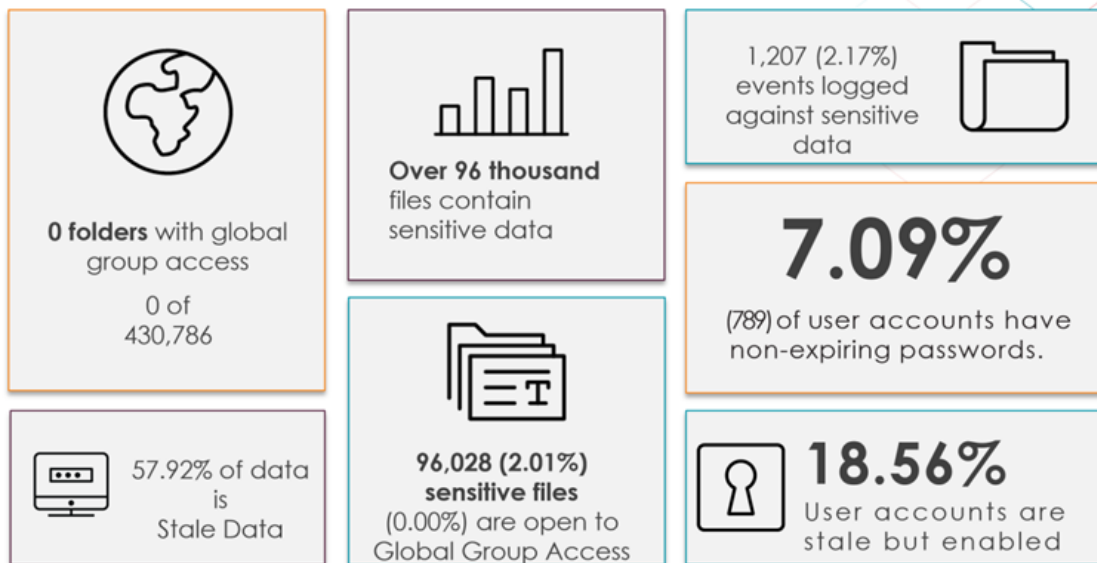


The IRS was at the Central Office to present its Safeguard Review Preliminary Findings Report. ADOL is required by law to uphold IRS Publication 1075 Tax Information Security Guidelines for Federal, State, and Local Agencies.

in 2018 but also look forward to 2019, when many of ADOL's day to day operations will be significantly improved.

Many of the projects undertaken this year remain a work in progress. ADOL's IS staff is proud of its accomplishments

Varonis Risk Assessment – Trend Dashboard



The Finance Division works with the entire department to ensure that all funds are used in accordance with applicable laws and regulations, and to maximize the efficient use of resources in providing needed services to the public.

The division's objective has been to seek ways to enhance the department's accounting process, while maintaining the appropriate accounting controls to ensure that expenditures are in compliance with all applicable regulations, as well as fiscal responsibility. In addition, greater transparency and usefulness of financial reports is an ongoing commitment of the division. To that end, Finance staff conducted in-person meetings with each division director to review monthly reports, provide funding updates and explore solutions to identified concerns. Finance staff also conducted department-level budget briefings with Secretary Washington, agency head.

Finance's 65+ employees support ADOL's operations divisions by providing essential services in the areas of Accounts Payable, Accounting and Reporting, Budget and Allocation Control, Fund Control, Payroll, Procurement and Supply, Mail and Property, Real Estate Management, Reproduction, Building Maintenance, and Custodial Services. Practically all functions of the division must collaborate with the State's central oversight entities, including the Office of Information Technology, the Division of Purchasing, the State Comptroller's Office, the Examiners of Public Accounts, and the Executive Budget Office.

In FY 2018 Finance Division supervisors honed their skills at State Personnel training classes in Performance Appraisal and Progressive Discipline. In addition, accounting staff pursued training on government financial management and related topics at the Montgomery Chapter



Association of Government Accountants' (AGA) monthly luncheons and annual professional training conferences. Finance staff also attended the National Association of State Workforce Agencies' (NASWA) Workforce Summit and UI Directors' Conference, and NASWA's regional Administration & Finance Committee meetings. Finance's property inventory managers attended the National Property Management Association's (NPMA) Capitol City Chapter Educational Seminar.

Finance staff worked with the office of the Labor Administrator and the Information Services Division this year to select and implement a new Emergency Messaging Alert System designed to efficiently and effectively communicate important information and safety concerns to ADOL employees via mobile phones.

To enhance understanding and proper use of Finance Division forms and procedures, Finance staff presented "The Five Ws of Forms" in the February leadership staff meeting. Finance staff also participated in a series of trainings offering guidance to managers on travel forms, E-start, and overtime procedures.

In FY 2018, the Finance Division continued its collaboration with ADOL's Employment Services (ES) Division and the Alabama Department of Commerce's Workforce Development Division, administering WIOA contracts and budgets in the agency's role as One-Stop Operator for WIOA Services. Finance's Budget Section coordinates with three local workforce boards governing

Governor Kay Ivey greets UC Director Thomas Daniel and Finance Director Margie Toney at the opening ceremonies of the NASWA Workforce Summit and UI Directors' Conference held at the Birmingham-Jefferson Convention Complex in September.



JACKSON CAREER CENTER CONSTRUCTION



seven geographical areas, and with multiple state partner agencies to ensure financial transactions meet state and federal contractual requirements.

TUSCALOOSA CAREER CENTER RENOVATIONS



Finance continues its work with ADOL's Information Services and Unemployment Insurance Divisions toward the development and implementation of the agency's UI Modernization Project, expected to be completed in 2019.

The General Services and Real Estate Management Sections of Finance oversaw the relocation of career center staff to new and better spaces, including a newly-constructed facility for the Jackson Career Center. The Tuscaloosa Career Center underwent renovations designed to improve the delivery of services to clients. Real Estate management staff negotiated favorable renewal leases for seven locations.

Finance Division section leaders and staff worked diligently throughout the year to provide the best service possible to internal as well as external customers of ADOL.

The Human Resources (HR) Division provides administrative support to all divisions, sections, units, and individual employees of the Alabama Department of Labor. Administrative duties include the processing and monitoring of:

- All personnel transactions (e.g., newly hired employees, transfers, promotions, demotions, separations, etc.);
- Disciplinary procedures;
- Family and Medical Leave Act administration;
- Leave donations;
- Military leave actions;
- Annual and sick leave management;
- Annual and probationary performance appraisals;
- Policy development;
- Counseling;
- Providing recommendations; and
- Other HR matters.

HR works closely with the department's Finance Division in ensuring that all transactions are maintained within the assigned budget for service areas.



HR also serves as the liaison with the Retirement Systems of Alabama, the State Employee Insurance Board, the State Comptroller's Office, the Ethics Commission, and the State Personnel Department for information, updates, and other changes that are to be disseminated throughout the Department of Labor. HR is responsible for ensuring that all federal and state laws are followed as they relate to these activities.

At the end of the fiscal year, approximately 525 personnel transactions had been completed and total personnel equaled 875.





United States District Courts, the United States 11th Circuit Court of Appeals and the United States Supreme Court. These cases involve the following:

- Unemployment compensation benefit appeals;
- Unemployment compensation overpayment cases;
- Unemployment tax cases;
- Workers' compensation compliance litigation;
- Objections to subpoenas and requests for confidential or privileged department records;
- Child labor enforcement cases;
- Inspection violation cases (mining, elevator, pressure vessel)
- Board of Adjustment matters; and
- Bankruptcy issues.

The Legal Division of the Alabama Department of Labor serves as primary legal counsel for the entire agency. In that regard, the division is responsible for providing legal advice and guidance to the Secretary of Labor and other staff members, and for rendering legal opinions and interpretations for all department-related policies, laws and administrative rules. In addition, departmental attorneys represent the department in all court matters, assists the Governmental Affairs Division with drafting, reviewing, and evaluating proposed administrative rules and legislation, and reviewing all contracts/agreements and memorandums of understandings.

The General Counsel and Assistant General Counsels have represented the department before all Circuit Courts across the state, the Alabama Court of Civil Appeals, the Alabama Supreme Court, the United States Bankruptcy Court, the

The Legal Division is responsible for representing the department in all human resource related matters, in-house termination or suspension proceedings, State Personnel Board hearings and employment law related litigation.

During 2018, the department was involved with two cases in the United States District Court, Middle District of Alabama. Both of those matters are still pending. In addition, counsel for the department has made over 155 court appearances in state courts, and has collected more than \$345,000.00 from overpaid unemployment claimants.

The Mining and Reclamation Division is responsible for administering programs in:

- Abandoned Mine Land Reclamation
- Mine Safety and Inspection
- Surface Mining of Non-Fuel Minerals

Abandoned Mine Land Reclamation

August 3, 2017 marked the 40th anniversary of the enactment of the Surface Mining Control and Reclamation Act (SMCRA). When Congress passed SMCRA, it presented a unique challenge – strike a balance between our country’s need for the energy produced by coal and the protection of our environment. Through vital partnerships between the U.S. Office of Surface Mining, state governments, tribal governments, the coal mining industry, and environmental communities, the daunting goal of SMCRA is still being successfully achieved. Alabama has had primacy for its coal regulatory and abandoned mine land programs since 1982.

The mission of the Abandoned Mine Land (AML) Reclamation Program is to abate AML health and safety hazards and to restore land and water resources which have been adversely impacted by past coal mining, and for which there is no continuing responsibility under state or federal law. The work is funded by annual grants from the U.S. Department of the Interior, Office of Surface Mining Reclamation and Enforcement (OSMRE), which collects production fees from active coal operators at a rate of 28¢ per ton for surface-mined coal and 12¢ per ton for underground-mined coal, approximately 50% of which is granted back to Alabama. High priority projects (Priority I



Three Forks, South AML Reclamation Project in Tuscaloosa County at the start of construction.



and II) are those that remove past mining related extreme dangers and safety hazards to the public. During the abatement of the health and safety hazards, AML reclamation projects also correct a multitude of significant adverse environmental impacts throughout the 21 coal producing counties in northern Alabama. The program also impacts positively on local economies as reclamation dollars are expended on earthmoving, construction materials, revegetation supplies, and fund contractors utilizing local manpower to carry out the work.

General FY 2018 Reclamation Accomplishments

- Six AML reclamation projects were completed with two others under contract and/or under construction.
- Nine different significant public hazards were eliminated (or are currently being eliminated), including six dangerous highwalls totaling 13,600 linear feet, 237 acres of spoil area, 22.3 acres of pit, over five acres of impoundments, eight acres of haul roads, 1.25 acres of surface burning, and two subsidence areas. Each of the projects were protected with erosion and sediment control Best Management Practices and revegetated upon completion.
- Engineering design was completed on nine current or upcoming AML reclamation projects, six of which were in-house designs and three were performed by outside engineering consulting firms through the Request for Proposal (RFP) process with State Finance. There are six projects currently under in-house designs.
- One of the designs completed includes the Three Forks South Reclamation project that is currently under

construction. The project is located in northeastern Tuscaloosa County and received a Priority I designation due to the proximity of the dangerous highwall to inhabited homes less than 300 feet away. During the initial investigation, the family reported that a small child that had fallen off the ±60-foot high dangerous highwall and was seriously injured. The child was very fortunate as many projects are only discovered when a fatality occurs.

- NEPA documentation and consultation was prepared for each of the AML reclamation projects that were completed or are currently under construction. Additional NEPA documentation and consultation has been completed or is in process for each of the six projects currently under design and scheduled for construction within the next two years.
- Aerial Photography and Topographic Mapping was completed for 14 potential reclamation project sites. No additional sites are scheduled for the upcoming year. See writeup on drone technology below.
- Eleven different maintenance events were performed on nine previously reclaimed AML project sites.
- One hundred sixteen acres on six previously reclaimed AML project sites were planted with trees under Alabama's AML reforestation program. In the past 39 years, ADOL has re-established over eight million trees on its reclaimed sites.

Program and Administration Changes

There were many changes in the AML and Mine Safety & Inspection programs in FY 2018. After 30+ years in an office building in Homewood, the two programs relocated together to an office building in Irondale, which was previously occupied by the Birmingham Unemployment Call Center. The call center employees were moved into the Unemployment Adjudication Center next door, which freed up the space. This was a perfect fit for the programs and a great location. In addition to moving office space, there were also several retirements. Michael Vinson, AML Branch Chief of Design & Construction, and Jimmy Rivers, Chief of Mine Safety & Inspections, both retired after many great years of service. Their hard work and dedication will be missed. Congratulations and best wishes to both in their future endeavors.

The AML Program also ended a long-standing Cooperative Agreement with the Walker County Soil & Water Conservation District Board (WCB) in this fiscal year. The WCB traditionally performed maintenance on previously completed reclamation projects and had begun to perform small grading and dangerous highwall projects in the past several years. The WCB utilized equipment purchased by and belonging to the department. The Cooperative Agreement was an annual agreement that had been renewed every year since 1983. Unfortunately, due to reduced grant funding and the increased expense of maintaining the WCB personnel, office, equipment, and fuel, the decision was made to not renew the Cooperative Agreement. The decision will save the AML Program over \$500,000 annually that will go directly to continued maintenance and reclamation of other projects. The AML Program is very thankful for the hard work and dedication of the WCB over the past 35 years.

The AML Program successfully completed a two-year intensive approval process to amend the AML State Reclamation Plan (SRP). The rewrite replaces the original SRP which was approved in the early 1980's and was significantly antiquated. The approved SRP was published in the Federal Register on June 22, 2018. The new SRP includes provisions to set aside the maximum available AML funds annually allowed by OSMRE to be deposited into a separate Acid Mine Drainage (AMD) Set Aside Account, specifically for the abatement of the causes and treatment of the effects of AMD resulting from past coal mining practices. AMD treatment is a Priority III health and safety hazard.

New Technologies

The AML Program is embracing new technologies and has made tremendous strides in implementing new field data collection and reporting methods. The AML Planning & Maintenance and Design & Construction Branches were equipped with new iPad Pro mobile devices in FY 2018. The new iPads were equipped with the ESRI collector, Avenza Maps, and Survey 123 mobile applications. OSMRE Technical Services Branch provided training for the AML staff on the mobile devices, applications, and peripherals. Utilization of the new iPad Pros for field data collection and reporting has allowed AML inspectors to collect real-time data and photos remotely from the field and upload collected information to "cloud" storage. The

implementation of this technology has streamlined many processes and allowed staff the ability to collect and share data instantly, regardless of location. AML staff will continue to develop applications and methods to streamline data collection and reporting, and will begin updating the large AML inventory across the coal fields in the upcoming year.



Another technology being implemented in the upcoming year is Unmanned Aerial Systems, otherwise known as drones. Four members of the

AML staff have attended training at the Birmingham Flight Center and are scheduled to take the test to obtain the FAA Part 107 certification required to fly drones. This technology will allow real-time data collection, access to areas not traditionally traversable by foot, regular monitoring and inspection capabilities, and aerial photography of AML sites before, during, and following construction. When implemented, the minimal startup cost of obtaining the equipment and software will be quickly recovered in the tens of thousands of dollars spent annually by the AML Program to pay for aerial photography and topographic mapping.

AML Emergency Projects

The emergency provision in Alabama’s AML Program allows ADOL to respond to sudden, life-threatening abandoned mine related problems within 24 hours. During this fiscal year, the Marvel Gob Fire II Emergency Project was completed. The project is located in the Marvel Community in Bibb County. “Gob” is defined as waste material remaining from coal mining and/or processing operations with a high coal content. Gob is easily ignitable by campfires, trash fires, forest fires, and lightning. In this case, a forest fire caused the gob to begin smoldering and progressed until it reached the point of becoming a noxious health hazard, as well as an ever-increasing danger of fire, to the community. It was qualified by ADOL Secretary Fitzgerald Washington and immediately addressed. There were several homes and families in close proximity to the gob fire. The intent of the project was to extinguish the existing smoldering gob material by means of excavating the embankment of smoldering gob, spreading the material in an adjacent designated area to allow it to cool down / burn out, covering with nearby mine spoil material, grading

BEFORE
Marvel Road Gob Fire



AFTER
Marvel Road Gob Fire



the site to drain, and stabilizing by revegetation. The smoldering gob material was contained in an embankment from an old dinky (rail) line that was approximately 500 feet in length and ranged from approximately 10 feet in height at the outer edges to 80 feet in height at the highest point. The area of the embankment of smoldering gob material was approximately 1.25 acres and the adjacent spoil area was approximately 7.75 acres. All smoldering gob material was extinguished, the site was completely stabilized, and the project successfully reclaimed. The AML program has continued to monitor the area and are happy to report that grass has established and vegetation and wildlife are once again thriving.

Also during FY 2018, the Alabama AML Program completed two underground mine subsidence Emergency Reclamation Projects. These two projects stabilized subsidence prone areas, including sudden occurrence subsidences near two residences in Walker County. This brings the total emergency projects completed to 197 since the program’s inception.

Allman Road AML Reclamation Project - Jefferson County near Adger. This is a future project from a higher altitude which shows a larger portion of the dangerous highwall and impoundment.



An early drone photo of a new project when OSMRE came down to help AML get started on drone flight capabilities. It doesn't show much as the project was just starting with almost no clearing accomplished.

National Issues

The Alabama AML Program was represented at the National Association of Abandoned Mine Land Programs' (NAAML) Winter Business Meeting in February 2018, held in San Antonio and the NAAML Annual Conference and Business Meeting in September 2018, held in Williamsburg. The Winter Business Meeting in San Antonio set the stage for developing a strategy for reauthorization of the fee collection authority on active mining. The current fee collection is set to expire in 2021. This fee collection is the sole source of funding for each of the state AML Programs. Reauthorization is vital to continue the great work done in Alabama and across the nation. Additional discussions about reauthorization continued at the Annual Conference in Williamsburg. However, the meeting was cut short due to the impending threat of Hurricane Florence. The storm sent many people scrambling to escape the danger. Luckily, all of the Alabama delegation were able to secure transportation and make it home safely before the hurricane made landfall.

Another exciting occurrence at the NAAML Conference in Williamsburg was the presentation of the Stan Barnard Memorial Award by Chuck Williams, Alabama's State Mine Land Reclamation Supervisor. The award was established by the NAAML in 2001 and is presented in memory of Stan Barnard (1958-1998). It is given annually to an individual who exhibits "Stan-like" qualities of outstanding

dedication, commitment, and hard work toward the enhancement of the Association. Williams was proud to earn the distinguished award the previous year and gave a moving presentation to this year's recipient.

AML Pilot Grants Awarded

The ADOL AML Program was awarded a \$10 million grant for the 2017 AML Pilot Program for qualified Economic and Community Development benefits associated with qualified high priority AML features and previously reclaimed AML projects to revitalize Alabama's coalfields region. Nine applications were received with three applicants recommended for selection by the AML Selection Committee and approved by OSMRE. The approved projects are as follows:

1. United States Steel Corporation (U.S. Steel), in conjunction with the City of Birmingham, the Southern Museum of Flight, Jefferson County, and the City of Leeds were selected to receive \$6 million of the 2017 AML Pilot Grant funds towards the development of its Grand River Technology Park and Grand River Homes projects. The Grand River Technology Park represents a multiphase opportunity to reclaim and transform approximately 105 acres of undeveloped land surrounding and including many pre-1977 abandoned coal mine lands in east Jefferson County into a regional nexus for research and development, tourism, and light manufacturing. The Grand River Homes (Residential Phase) is both supportive and derivative of the Technology Park, making the park more attractive to potential park tenants / employers and serving a recognized need in the area. The initial assessment of this project conservatively estimates that 1,200 new employment opportunities with the potential to generate more than an \$85 million impact in the Greater Birmingham Metropolitan area would be achieved.
2. Additionally, \$3.25 million in 2017 AML Pilot Grant funds was also awarded to U.S. Steel in partnership with the City of Helena, the U.S. Army Corp of Engineers, and the Alabama Department of Environmental Management toward the development of its Hillsboro Community Project, a multi-phase mixed use development that will occur on a 3,600-acre tract, portions of which are situated on an area of pre-1977 abandoned coal mine lands. The 3,600-acre tract

of land is planned to include residential, commercial, parks, lake, and trail system areas, each of which will be connected by an integrated trail system running the length of the project and ultimately linking it to downtown Helena. Once completed, it is estimated that the Hillsboro Community Project would contribute approximately \$67.1 million annually in spending and support 495 jobs with related new income of \$23.8 million in Shelby County.

3. Finally, the ADOL AML Program also selected the City of Vestavia Hills to receive \$750,000 in 2017 AML Pilot Grant funds for additions and improvements to the Sicard Hollow Athletic Complex, portions of which are situated on 65-acres recently reclaimed by the Alabama AML Program. These improvements will include construction of a 300-seat amphitheater with covered stage, a 50-person pavilion building, public wi-fi access, the installation of a turn lane on Sicard Hollow Road, expansion of parking facilities, and the addition of a multi-purpose athletic court. Economic and community impacts from this project are anticipated to create 1,000 jobs due to the attraction of approximately eight to ten newly created businesses and over 100 existing served or improved businesses to service the demand for restaurant, retail, and hotel amenities.

The AML Program is excited to announce that it is also the recipient of another \$10 million of AML Pilot Grant funding for 2018. The guidance from OSMRE has changed slightly, but the intent is much the same. Applications are currently being accepted through January 11, 2019.

Mine Safety and Inspection

The Mine Safety and Inspection Program inspects all mines (+600 mines statewide) to ensure compliance with state laws which protect the safety of persons working in the mining industry. This section also coordinates rescue efforts in the event of a mine disaster and investigates mine accidents.

During FY 2018, 2,578 miners were employed in the coal industry, producing 13.5 million tons of coal. An additional 2,000 miners were employed in open pits and quarries producing approximately 40 million tons of non-fuel minerals. A total of 263 underground and surface inspections were completed at coal mines statewide. During this fiscal year, there was one mining fatality.

SICARD HOLLOW BEFORE



SICARD HOLLOW AFTER



A continuing program provided education and training for mine foreman and underground blasting certification. Four underground certification examinations were administered, resulting in the issuance of 66 underground mine foreman certificates, two fireboss certificates, and three upgrades from fireboss to mine foreman. Also, 17 surface foreman certifications and 91 hoist certificates were issued. Mine rescue training continued to be provided by Beville State Community College under contract with the Department.

The two state mine rescue teams continued to train and prepare for performing mine rescue and recovery in extreme and potentially lethal environments. Their efforts along with those of the entire Mine Safety staff help to provide safe working conditions for all miners within the State of Alabama.

Surface Mining of Non-Fuel Minerals

Non-fuel minerals are mined in all 67 Alabama counties

and contribute greatly to the state's economy. Examples of non-fuel minerals mined in Alabama are: sand, gravel, granite, clay, bauxite, and shale. This section makes certain that lands mined for those minerals are reclaimed in accordance with the Alabama Surface Mining Act of 1969. In addition, this section issues mining permits, ensures that mine sites are properly bonded for reclamation purposes, makes periodic inspections, and releases bonds once sites have been satisfactorily reclaimed.

In FY 2018, 325 permits (18 new permits, 307 renewals) were issued to operators for the surface mining of non-fuel minerals - a 15% increase in permit renewals from last year. Meanwhile, efforts continued to bring all unpermitted surface mining operations into compliance.

One half inspector stationed in the Montgomery Central Office and three inspectors stationed in the Birmingham office made 160 site inspections. Of that total, 20 inspections were made to verify locations of new permit areas, 211 inspections were made of active operations, 90 inspections were made of unpermitted sites, 30 inspections were made to investigate citizen complaints, and 30 inspections were made of operations with expired permits. During FY 2018, 29 bonds were released for satisfactory reclamation, and seven bonds were forfeited for failure to reclaim. A total of 326 acres were reclaimed – a 2% reduction from last year.

Other activities included telephone contacts with operators, surety companies, citizens, other agencies, and landowners. Letters were written to mining operators regarding results of site inspections and action needed to remain in compliance with the Alabama Surface Mining Act of 1969. Citizen complaints involving blasting at quarries, highwalls situated too close to property lines, sediment discharge from uncontrolled runoff, and lack of reclamation were promptly investigated. An estimated 78 sites were abandoned and left unreclaimed at year's end, with insufficient funds to complete any meaningful reclamation. Mining continues at approximately 200 permitted sites, with 240 sites being idle, abandoned, or in the process of being reclaimed.

A large decrease in mining of aggregates (limestone, marble, sand, gravel, and crushed stone) was experienced in FY 2018. Road contractors have reacted to new hardness specifications for paving materials by opening new granite and sandstone quarries. As residential areas encroach on

the sources of those minerals, increased citizen complaints will need to be addressed.

DOGWOOD GROVE BEFORE



DOGWOOD GROVE DURING



DOGWOOD GROVE AFTER



When the Alabama Legislature charged the Alabama Department of Labor (ADOL) with administering new state elevator and boiler safety inspection codes, it also created two professional advisory boards to enact rules and regulations and provide program oversight. Members are appointed for staggered terms.

BOARD OF BOILERS, PRESSURE VESSELS

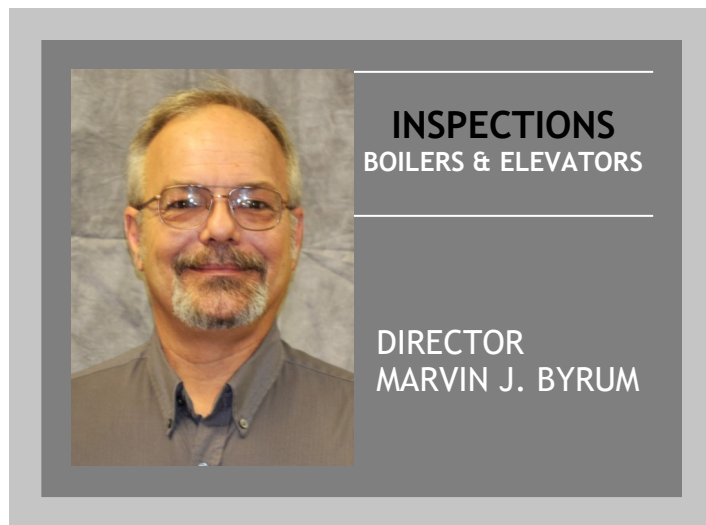
- Dr. David F. Dyer, Chairman, Auburn University, former Mechanical Engineering Department Chairman (public/engineering schools)
- Fitzgerald Washington, Secretary, Alabama Dept. of Labor (government)
- Jerry Rhodes, Vice Chairman, Southside, Westinghouse/Anniston (owners and users of pressure vessels)
- Tony Millette, Birmingham (owners and users, power boilers)
- Gene Canavan, International Paper, Prattville (owners and users of heating boilers)
- R. Barry Latham, McAbee Construction, Tuscaloosa (boilers and pressure vessels manufacturers)
- Steve Speed, Boilermakers, International Representative, Jasper (labor)
- Jeffery Lambert, Mechanical Contractors, Montgomery (heating contractors)
- Edward F. Wiggins, Wedowee Liberty Mutual Insurance Co. (insurance companies)

STATE BOILER, PRESSURE VESSEL INSPECTORS

- Marvin J. Byrum, Chief Inspector
- James E. Dye, Supervising Inspector
- Michael K. Shaw, Deputy Inspector
- Kenneth D. Puckett, Deputy Inspector
- Andrew M. Bitetti, Deputy Inspector

ELEVATOR SAFETY REVIEW BOARD

- Jay Jenkins, Chairman, Anniston (architects)
- Fitzgerald Washington, Secretary, Alabama Dept. of Labor (government)
- Stanley House, Birmingham (elevator manufacturers)
- Jeff McNorton, Montgomery (elevator service providers)
- Betty Swan, Rainbow City (building owners & managers assn.)



- James H. Wyatt, Planning and Engineering, City of Hoover (municipalities)
- Vacant Seat (public)
- Philip R. Meadows, Montgomery (physically disabled community)
- Barry Johnson, Montgomery (professional licensed engineers)
- David Hallmark, Business Agent, IUEC Local 24, Birmingham (labor)

STATE ELEVATOR INSPECTORS

- Marvin J. Byrum, Chief Inspector
- James E. Dye, Supervising Inspector
- Trois A. Wyrosdick, Deputy Inspector
- Anthony E. Barry, Deputy Inspector
- Daniel S. Chandler, Jr, Deputy Inspector
- David A. Baccus, Deputy Inspector

HISTORY: BOILERS AND PRESSURE VESSELS

When the boiler and pressure vessel safety inspection program was established by the State Legislature in 2000, Alabama became the 49th state in the nation to begin conducting boiler and pressure vessel safety inspections. The ADOL estimates Alabama has about 19,279 registered boilers and pressure vessels. During FY 2018, a total of 11,248 inspections were performed by state and insurance inspectors. 2,455 violations were found, and 2,728 were corrected. There were 1,343 new boiler permits received during the reporting period.

From the 1840s-1920s about 50,000 people a year were killed in boiler explosions and thousands more injured,

giving rise to boiler safety inspection programs. Modern day pre-emptive safety checks by state governments and insurance companies have reduced boiler explosions fatalities nationwide.

Most common Alabama boiler violations:

- Safety Relief Device not working;
- Carbon Dioxide Monitor not installed;
- Remote shutdown not installed;
- Installed without permit.

Boilers and pressure vessels with serious violations, such as safety circuit overridden or units not working, are shut down immediately. Minor violations require a 30-day completion schedule.

HISTORY: ELEVATORS AND ESCALATORS



When the Legislature adopted an elevator safety inspection code in 2003, Alabama became the 44th state to institute a safety inspection program for passenger lift devices. The program became fully functional in June of 2004. Before passage of a statewide bill, only the City of Birmingham inspected elevators.

Elevator accidents are much more frequent than boiler malfunctions. Across the country about 30 people lose their lives each year in elevator accidents and another 17,000 are injured. The incident rate is probably not that surprising given the fact that more people use elevators each day than all other forms of transportation put together including planes, trains, and automobiles.

Escalators also cause injuries, especially for children.

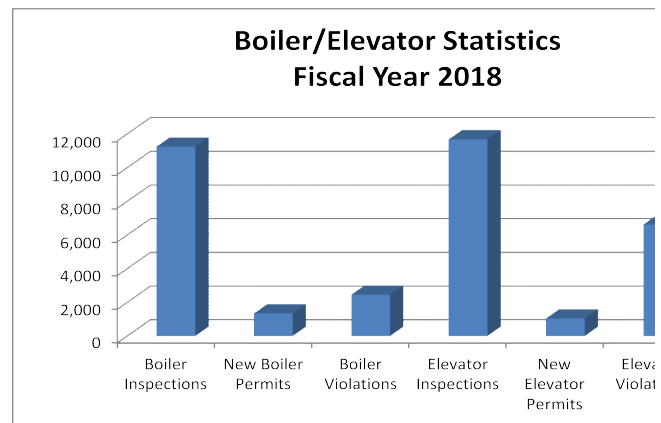
According to the U.S. Consumer Product Safety Commission, escalator accidents result in more than 10,000 reported injuries a year.

The ADOL estimates Alabama has about 10,773 elevators and related conveyances. During FY 2018, state and private inspectors conducted 11,677 safety checks on elevators and escalators in Alabama. In the process, 6,622 violations were uncovered and 6,378 were corrected. New code violations are found each day. There were 1,048 new elevator permits received during the reporting period.

Most common Alabama elevator violations:

- Annual and five-year safety checks past due;
- Maintenance logs missing;
- No or broken communication device in elevator;
- Emergency lighting/ alarm bell not working.

A combination of these and other violations could require an immediate shutdown. Owners are required to complete most violations within 30 days.



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Albertville, Alabama 35950
Phone: (256) 878-3031

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Alexander City, Alabama 35010
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Andalusia, Alabama 36420
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2631 Temple Avenue North
Tom Bevill Center Room B-37
Fayette, Alabama 35555
Phone: (205) 932-3221

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200 West Michigan Avenue
Foley, Alabama 36535
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Fort Deposit, AL 36032
Phone: (334) 404-4400

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Fort Payne, Alabama 35968
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Phenix City, Alabama 36869
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Northwest Shoals Community College
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Phil Campbell, Alabama 35581
Phone: (256) 331-6285

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Scottsboro, Alabama 35769
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Talladega, Alabama 35160
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Valley, Alabama 36854
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