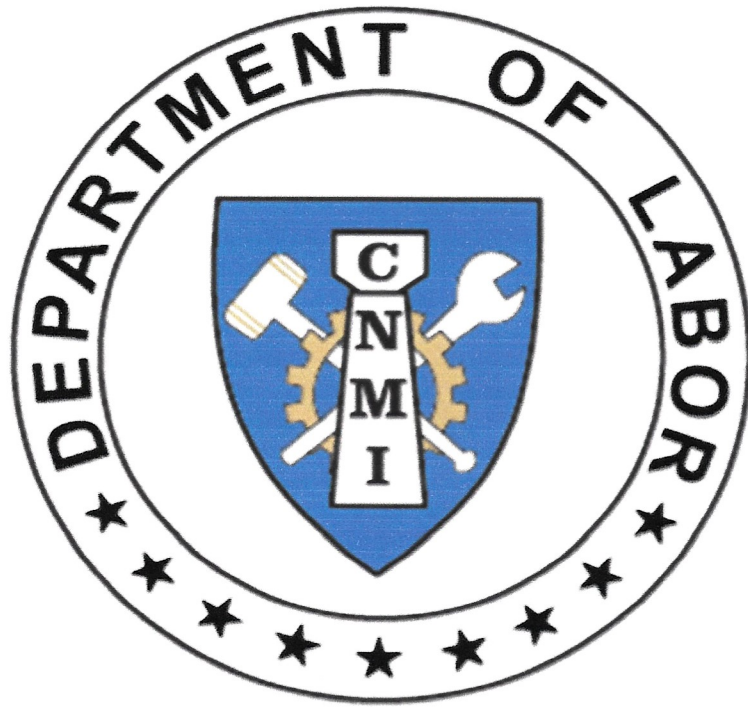


COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS

DEPARTMENT OF LABOR



TINIAN

FY 2021 CITIZEN-CENTRIC REPORT

MISSION STATEMENT

To enforce CNMI Labor laws pursuant to its powers, duties and authority under the N.M.I. Administrative Title Code, Subchapter 80-10. Department of Labor, Section 80-10.1 Authority to its power, duties and authority under the Immigration Conformity Act of 2010, P.L. 17-1; the Commonwealth Employment Act of 2007, P.L. 15-108 as amended; the Minimum Wage and Hour Act, as amended; and Public Laws No. 11-6, 12-11 and 12-59 as amended, that shall govern the employment of citizens, permanent residents, foreign national workers, and other non-immigrant aliens in the Commonwealth of the Northern Mariana Islands.

To assist status qualified applicants attain employment within the private sector and to leverage Department's stakeholder resources and services to develop work skills for employment and career advancement opportunities.

To assist private sector employers meet goals in relation to workforce participation objectives and requirements as outlined in their workforce plans.

FY 2021 PROGRAM OVERVIEW

The CNMI Department of Labor is tasked with enforcing CNMI Labor laws pursuant to its powers, duties and authority under the N.M.I. Administrative Code, Subchapter 80-10. Department of Labor, Section 80-10.1 Authority to its power, duties and authority under the Immigration Conformity Act of 2010, P.L. 17-1; the Commonwealth Employment Act of 2007, P.L. 15-108 as amended; the Minimum Wage and Hour Act, as amended; and Public Laws No. 11-6, 12-11 and 12-59 as amended, that shall govern the employment of citizens, permanent residents, foreign national workers, and other non-immigrant aliens in the Commonwealth of the Northern Mariana Islands.

Other mandates of the CNMI Department of Labor Tinian include:

- Operate the JVA system, manage the work with individual citizens, CNMI permanent residents, and U.S. permanent residents to match persons seeking jobs to jobs that are or will become available, and to find and coordinate resources from other agencies for job readiness including any necessary training, internship, practice, or other prerequisites to placing citizens in jobs. Will also manage the follow-up after citizens are placed in jobs to ensure against hostile workplaces, help secure adequate opportunities to advance, monitor effective dispute resolution, and other matters as assigned by the Secretary (NMI Administrative Code Chapter 80; Section 80-10.4 Organization; §10.4-115).
- Manage enforcement of requirements both with respect to the employment of citizens, CNMI permanent residents, and U.S. permanent residents, and with respect to employment of nonimmigrant aliens in the Commonwealth. Will also manage enforcement of minimum wage

and other labor laws, and other matters as assigned by the Secretary (NMI Administrative Code Chapter 80; Section 80-10.4 Organization; §10.4-125).

- Manage the Department's payroll, contracts, standard forms for various administrative functions, standard operating procedures, and other administrative matters as assigned by the Secretary (NMI Administrative Code Chapter 80; Section 80-10.4 Organization; §10.4-140).

The CNMI Department of Labor Tinian provides services to:

- STATUS QUALIFIED APPLICANTS
- CNMI PERMANENT RESIDENTS
- U.S. PERMANENT RESIDENTS AND THEIR IMMEDIATE RELATIVES
- FOREIGN NATIONAL WORKERS
- PRIVATE SECTOR EMPLOYERS

FY 2021 ISSUES AND HIGHLIGHTS

Due to the impact of the worldwide pandemic or Covid-19 and the effects on the CNMI economy, the Department like all other government agencies face drastic reductions in budget (personnel and operations). The Department had to surrender office space square footage, negotiate office space rental reduction and keep operational costs to a minimum. We will continue to find ways to operate with limited funding.

In collaboration with the following programs, the department assisted clients/claimants with requirements needed:

- **Workforce Investment Agency Division**
 - The enactment of WIOA provides opportunity for reforms to ensure the American Job Center system is job-driven-responding to the needs of employers and preparing workers for jobs that are available now and in the further.
 - WIOA Programs for
 - Adults
 - Dislocated Workers
 - Youth
 - In-School
 - Out-of-School
- **Pandemic Unemployment Assistance & Federal Pandemic Unemployment Compensation**
 - The Pandemic Unemployment Assistance (PUA) program which provides temporary benefits to individuals whose employment or self-employment has been lost or interrupted as a direct result of COVID-19.
 - Direct result means loss of employment or self-employment because of a reason directly related to the COVID-19 Pandemic.

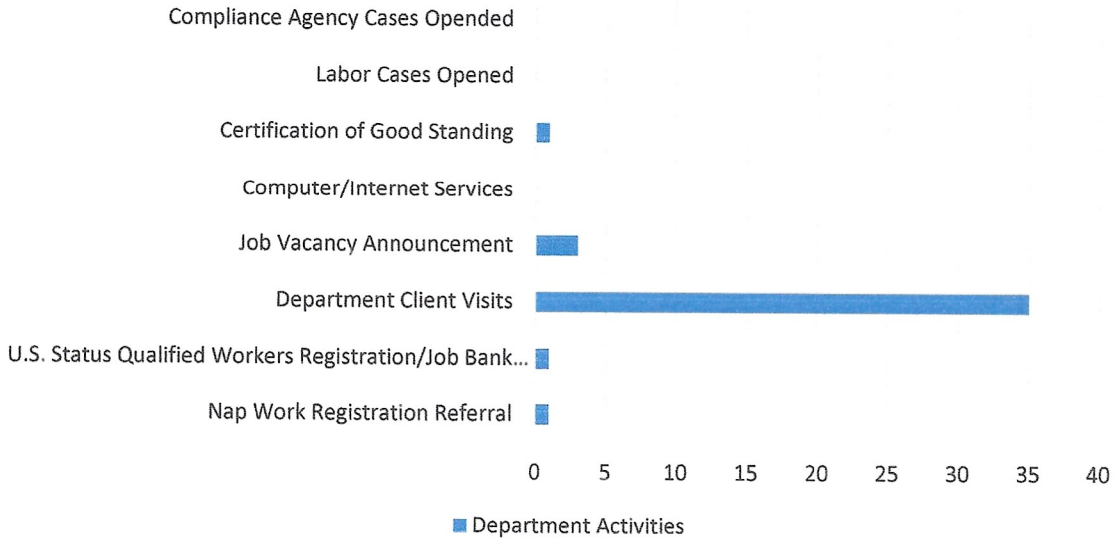
DEPARTMENT'S ANTICIPATED FY 2021 GOALS AND OBJECTIVES

- ❖ Conduct more work site inspections by both the Division of Employment Services and the Labor Enforcement Section to ensure compliance with applicable labor laws
- ❖ Continue providing exceptional client services
- ❖ Continue developing personnel skills and knowledge through training opportunities
- ❖ Continue to develop and implement systems promoting internal efficiency and effectiveness

The CNMI Department of Labor continues to reinforce that Employer must comply with the following Department Rules and Regulations. Failure to comply with these Regulations may cause an employer to be served with a Notice of Violation by the Department of Labor, which may result in fines and other sanctions through the hearing process conducted by the Administrative Hearing Office. Failure to comply with these Regulations may also result in the denial of a Certificate of Good Standing should one be requested by an employer.

1. **Post Job Vacancy Announcements on DOL's Website**, which require employers who are hiring or renewing CW-1 status workers' on a full-time basis to post job vacancy announcements on the Department's website (www.marianaslabor.net).
2. **File Quarterly Total Workforce Listings**, it requires employers to submit information on a quarterly basis regarding the number and classification of employees for whom wages were paid during the quarter.
3. **File Annual Workforce Plan or Updated Existing Plan**, require all employers who employ nonimmigrant aliens (CW-1 status employees) to file an updated Workforce Plan every 12 months. The objective of the Workforce Plan is to increase the percentage of U.S. citizens, U.S. permanent residents and/or CNMI permanent residents in the workforce of the employer.
4. **Workforce Participation – Minimum Percentage**, require all employers to maintain a full-time workforce in which a minimum of thirty percent (30%) of the full-time employees are U.S. Citizens, CNMI permanent residents and/or U.S. permanent residents. Failure to maintain a minimum percentage of 30% may result in a Notice of Violation filed against the employer.

FY 2021 PERFORMANCE INDICATORS



FY 2021 CITIZEN-CENTRIC REPORT: OPERATION

