

# CITIZEN-CENTRIC REPORT - FY 2022

## CNMI DEPARTMENT OF LABOR

### INSIDE THIS ISSUE:

- Pg. 1 Who We Are
- Pg. 2 Our Progress
- Pg. 3 Our Finances
- Pg. 4 Looking Ahead



### WHO WE ARE

The Department of Labor (DOL) is a cabinet-level agency tasked with overseeing workforce services and labor matters in the Commonwealth. It promotes career opportunities for job seekers and supports the advancement of the welfare and working conditions for workers. It educates and trains employers to comply with labor laws and ensures fair and equal treatment in the workplace.

### WHAT WE DO

The Department serves Commonwealth workers by ensuring employment preference for U.S. citizens or nationals and status-qualified individuals, adheres to the enforcement of federal and CNMI labor laws, develops and enhances workforce programs, policies & procedures, and all other services relevant to the overall mission of the Department. It achieves these goals through the various divisions and groups under the Department: Office of the Secretary, Administrative Services, Employment Services, Statistics Unit, Workforce Investment Agency, Enforcement and Compliance, Administrative Hearing Office, and the CNMI-OSHA Consultation Program.

### OUR MISSION

To enforce CNMI and Federal labor laws and ensure all employees and employers are provided equal and fair treatment. To provide assistance to qualified U.S. Citizens and CNMI Permanent Residents to be given preference with employment opportunities. To collaborate with education and training institutes to further develop the workforce of the CNMI.

#### Top Row (Left to Right):

- Vicky Benavente (Secretary of Labor)
- Jacqueline Nicolas (Chief Administrative Hearing Officer)
- Frances Torres (Director, WIA)
- Eugene Tebuteb (Director, Employment Services)



#### Middle Row (Left to Right):

- Jeffrey Camacho (Director, Enforcement & Compliance)
- Timothy Asaivao (Project Manager, OSHA)
- James Ulloa (Labor Certification Supervisor)
- Zachary Taitano (PUA Supervisor)

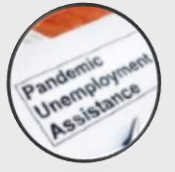


#### Bottom Row (Left to Right):

- Vincent Sablan (PUA Supervisor)
- Agueda Camacho (PUA Supervisor)
- Joseph Pangelinan (PUA Supervisor)
- Rochelle Tomokane (PUA Supervisor)



PERFORMANCE REPORT



**EMPLOYMENT SERVICES**

- ✓ Over 500 new applicants registered online to view or apply for vacant job positions
- ✓ Over 50 new registered employers
- ✓ Over 3,000 job openings
- ✓ Assisted over 800 NAP recipients with work registration and job referrals

**WORKFORCE DEVELOPMENT**

- ✓ DOL WIA awarded \$7.5M in Dislocated Worker Grant to support its proposed project Skillup CNMI
- ✓ CNMI Apprenticeship State Expansion Program awarded extension for another year
- ✓ Received supplemental funding of \$800K to respond to Covid-19
- ✓ Served 318 individuals in the WIOA Title Programs; 151 Adult Participants, 70 Dislocated Workers, and 97 Youth Participants

**ADMINISTRATIVE HEARING**

- ✓ 108 cases filed and 104 cases resolved
- ✓ 193 hearings scheduled/held
- ✓ 381 Orders issued by Hearing Office
- ✓ 93 Administrative Orders published in the Commonwealth Register
- ✓ Collected \$334 in fees, issued \$8,000 in sanctions, received \$19,800 in sanctions, and waived \$48,501.43 in overpayments
- ✓ Participated in training by National Judicial College and National Association of Hearing Officials

**LABOR ENFORCEMENT**

- ✓ 4 labor cases were referred by the Administrative Hearing Office (AHO) for investigation and issuance of determination
- ✓ 12 Compliance Agency Cases (CAC) were opened and filed at AHO
- ✓ 50 Production of Documents requests and 52 Notices of Warning issued to various employers
- ✓ 199 employers contacted to ensure Quarterly Compliance documents were submitted
- ✓ USDOL granted \$71,120 for FLC Survey and \$21,991 for MSHA training/workshops

**CONSULTATION SERVICES**

- ✓ CNMI OSHA Consultation Program achieved its goal of 100 on-site consultation visits in FY22 since for the first time since its inception
- ✓ The program also received national recognition in the OSHA Daily Quick Takes Newsletter for partnering in UCSD to conduct 6 Confined Space training sessions at American Memorial Park
- ✓ 102 visits to various service and industry sites
- ✓ 23 high risk hazard visits
- ✓ 1,106 workers removed from risk of exposure to hazardous materials
- ✓ 389 hazards identified and corrected
- ✓ 34 program assistance
- ✓ 87 correction assistance

**PANDEMIC UNEMPLOYMENT ASSISTANCE**

- ✓ 39,312 Pandemic Unemployment Assistance (PUA) claims applications received
- ✓ 39,232 claims processed
- ✓ 9,447 claims approved
- ✓ Over \$290M disbursed to claimants
- ✓ Welcomed a new Hearing Officer to assist with the backlog of PUA appeals



Saipan Chamber of Commerce Presentation with Jimmy D. Smith



WIA Apprenticeship Program Workshop



DOL Employees of the Year Presentation Ceremony



Department of Labor "Rebuilding the Workforce of Tomorrow" Job Fair

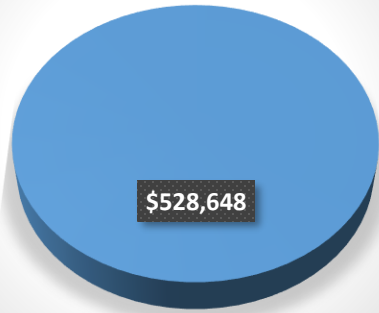


## REVENUES AND EXPENSES

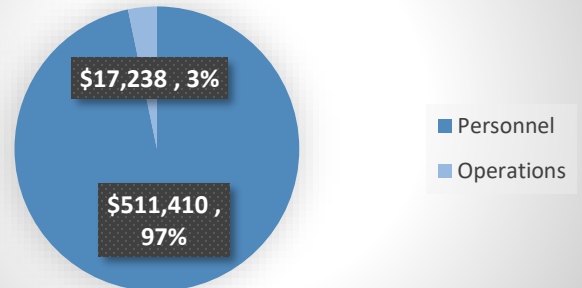
Northern Mariana Islands Administrative Code (NMIAC) § 80-20.1-050 authorizes the functions of the Administrative section within the Department. The Administrative section manages payroll, contracts, standard forms for various administrative functions, standard operating procedures, and other administrative matters as assigned by the Secretary of Labor.

The Department of Labor relies primarily on the CNMI General Fund account for personnel and operating expenditures. Per Public Law 22-08, the Department was allocated \$528,648 from the General Fund in FY 2022. FY 2022 figures show that a total of \$511,410 was appropriated for personnel and fringe benefits, and \$17,238 for operations. See figures below.

### Revenue: Public Law 22-08

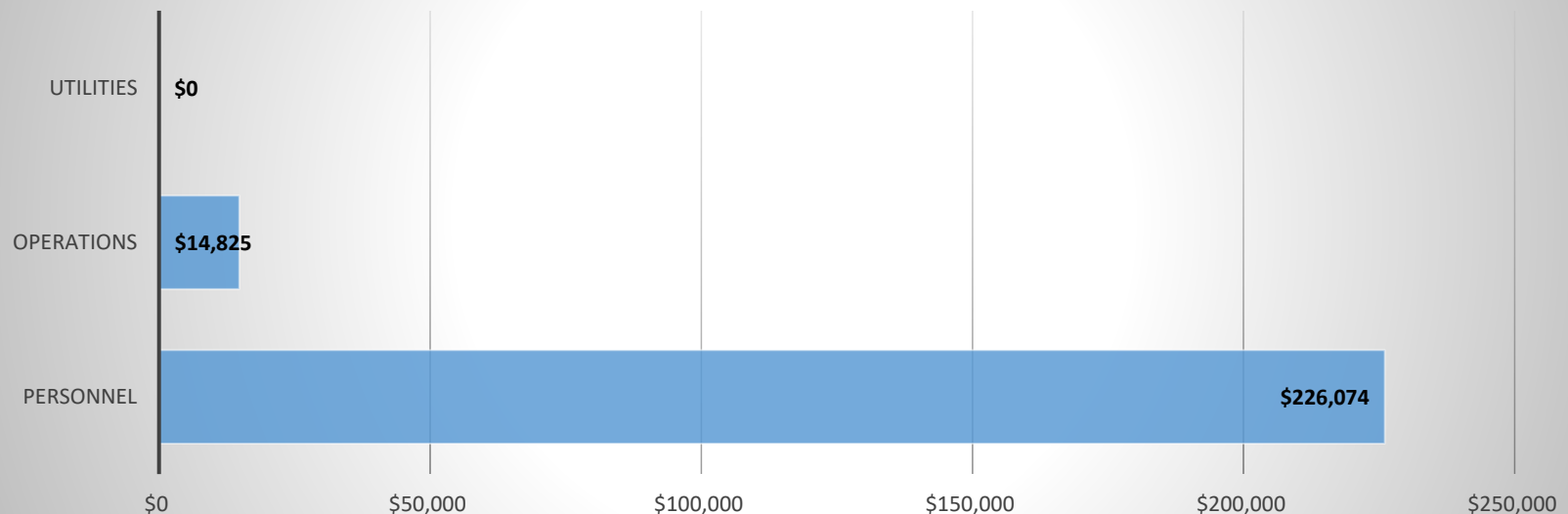


### Budget Appropriation



The figures below represent the Department's actual expenditures for FY 2022. The Department expended a total of \$240,899. A total of \$226,074 was expended for personnel and fringe benefits combined. An additional \$14,825 on operations rounded out total expenses in the fiscal year.

### Actual Expenditures



## WHAT'S NEXT: CHALLENGES AND PRIORITIES

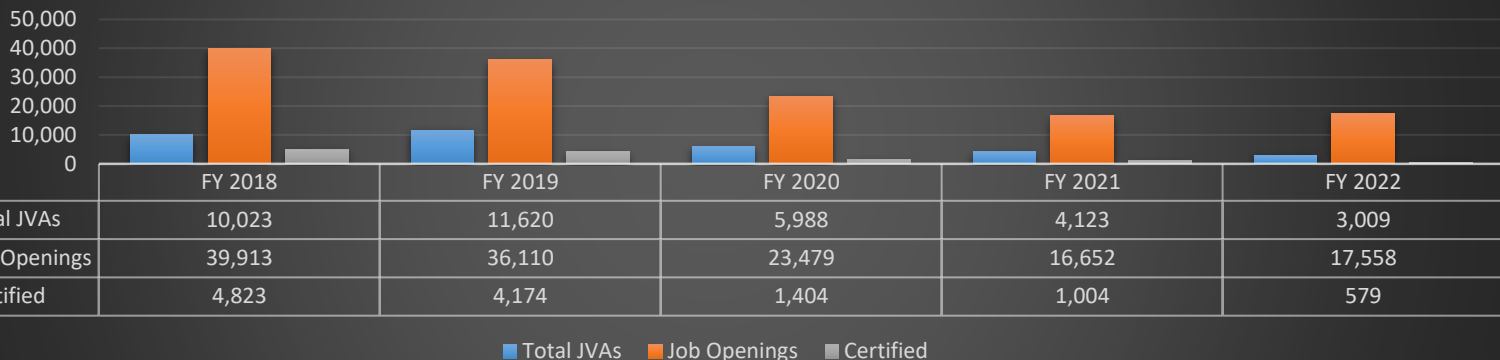
### CHALLENGES IN FY 2023

- Loss of unemployment insurance benefits through federal assistance programs such as Pandemic Unemployment Assistance (PUA)
- Need for more training/education programs to provide better access to quality jobs
- Improve job readiness, placement, and retention for status-qualified individuals
- Need for public education of applicable laws
- Economic uncertainties, lack of jobs, and adapting to new workforce trends (i.e., virtual environment)

### PRIORITIES IN FY 2023

- Increase job placement through referrals to training/education programs and through business partnerships
- Improve services to job seekers including but not limited to veterans, individuals with disabilities, and individuals with previous criminal records
- Improve employer services through the development of staffing plans, candidate referrals, and recruitment events
- Training for Hearing Officers and staff
- Making Hearing process easier and more accessible

## Job Vacancy Announcement (JVA) Data



We value your comments or suggestions.

Would you like to see other information included in this report? Please let us know by calling our Administrative Services Office at (670) 664-3196 or emailing us at [documents@marianaslabor.net](mailto:documents@marianaslabor.net).



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