

CNMI DOL

M I S S I O N

“To foster, sustain and protect the CNMI workforce by advancing profitable employment opportunities, improving workplace conditions, regulating workplace activities and administering employment and labor related programs and services in accordance with applicable law.”



LABOR REPORT 2024

WORKFORCE MAKEUP 2024



	Top 10 occupations held by US Workers	Top 10 occupations held by Foreign Workers
1	Office and Administrative Support Occupations	Installation, Maintenance, and Repair Occupations
2	Management Occupations	Food Preparation and Serving Related Occupations
3	Food Preparation and Serving Related Occupations	Building and Grounds Cleaning and Maintenance Occupations
4	Sales and Related Occupations	Office and Administrative Support Occupations
5	Transportation and Material Moving Occupations	Personal care and Service Occupations
6	Protective Service Occupations	Transportation and Material Moving Occupations
7	Installation, Maintenance, and Repair Occupations	Management Occupations
8	Building and Grounds Cleaning and Maintenance Occupations	Production Occupations
9	Business and Financial Operations Occupations	Construction and Extraction Occupations
10	Construction and Extraction Occupations	Sales and Related Occupations

Quarter	Total of Submissions	Saipan	Tinian	Rota
1st	987	959	9	6
2nd	970	938	14	8
3rd	923	876	26	11
4th	970	895	52	13
Grand Total	3,850	3,668	101	38

CENSUS OF EMPLOYMENT

Quarterly Submissions
by Island Location

Quarter	Government /Non-profit (Saipan)	Zero Employees	New Submissions
1st	13	58	15
2nd	10	50	8
3rd	10	47	28
4th	10	56	36
Grand Total	43	211	87

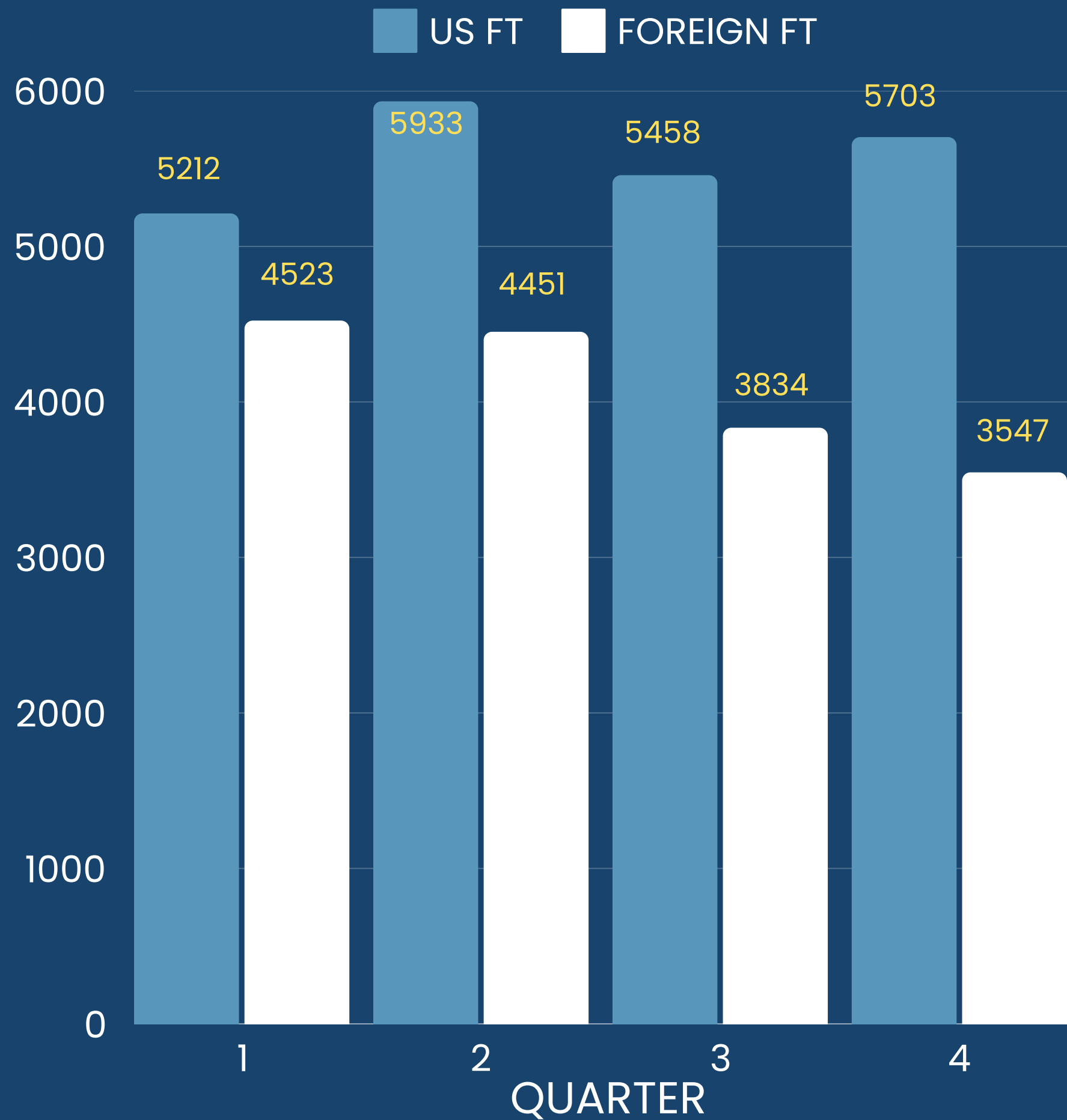
CENSUS OF EMPLOYMENT

Labor Submission
Categories: Quarterly
Breakdown

CENSUS OF EMPLOYMENT

Quarterly Business
Closure Data

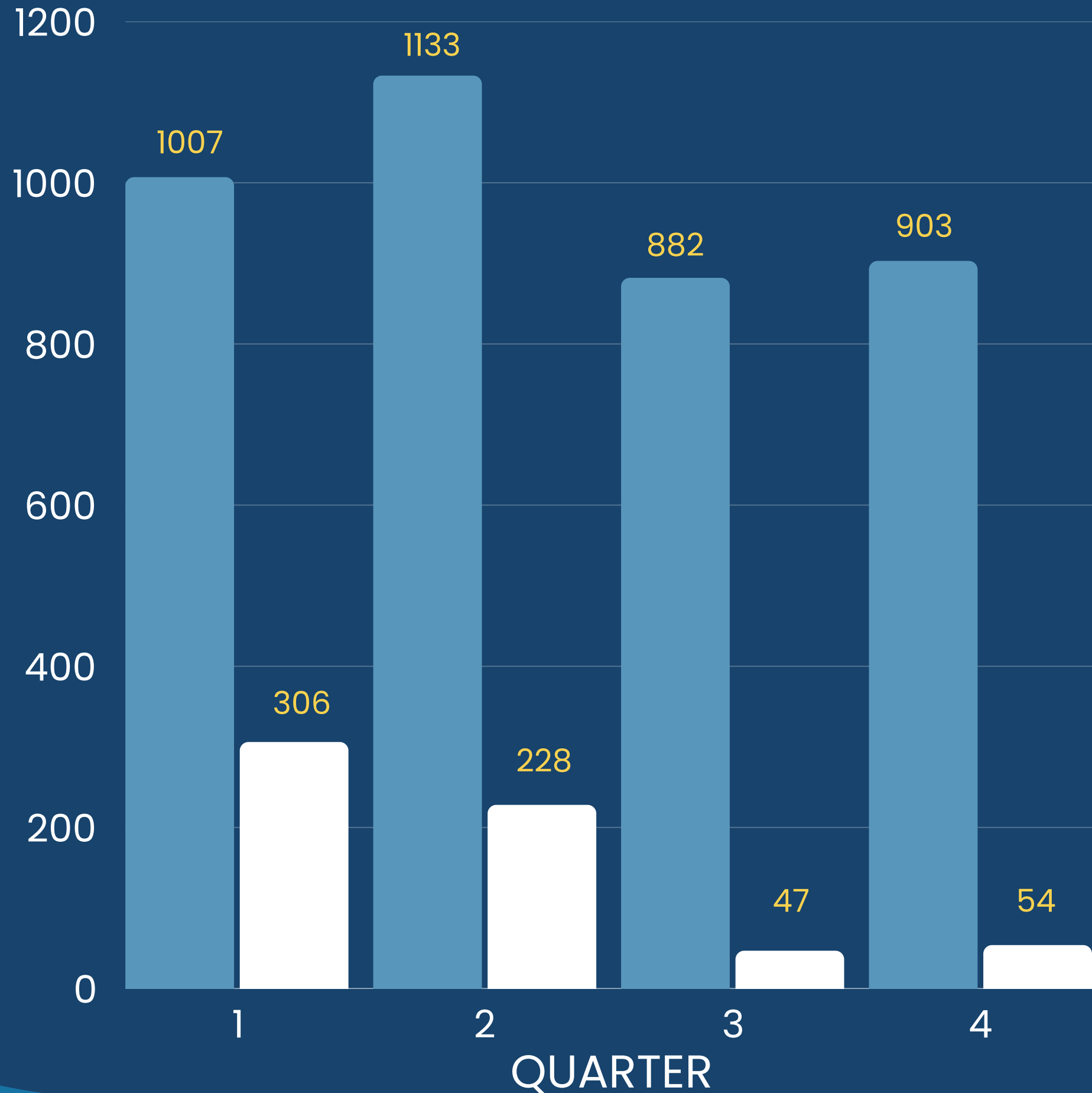
Quarter	Reported Closed
1st	10
2nd	8
3rd	4
4th	5
Grand Total	27



CENSUS OF EMPLOYMENT

Quarterly Comparison
of US and Foreign
Full-Time Employees

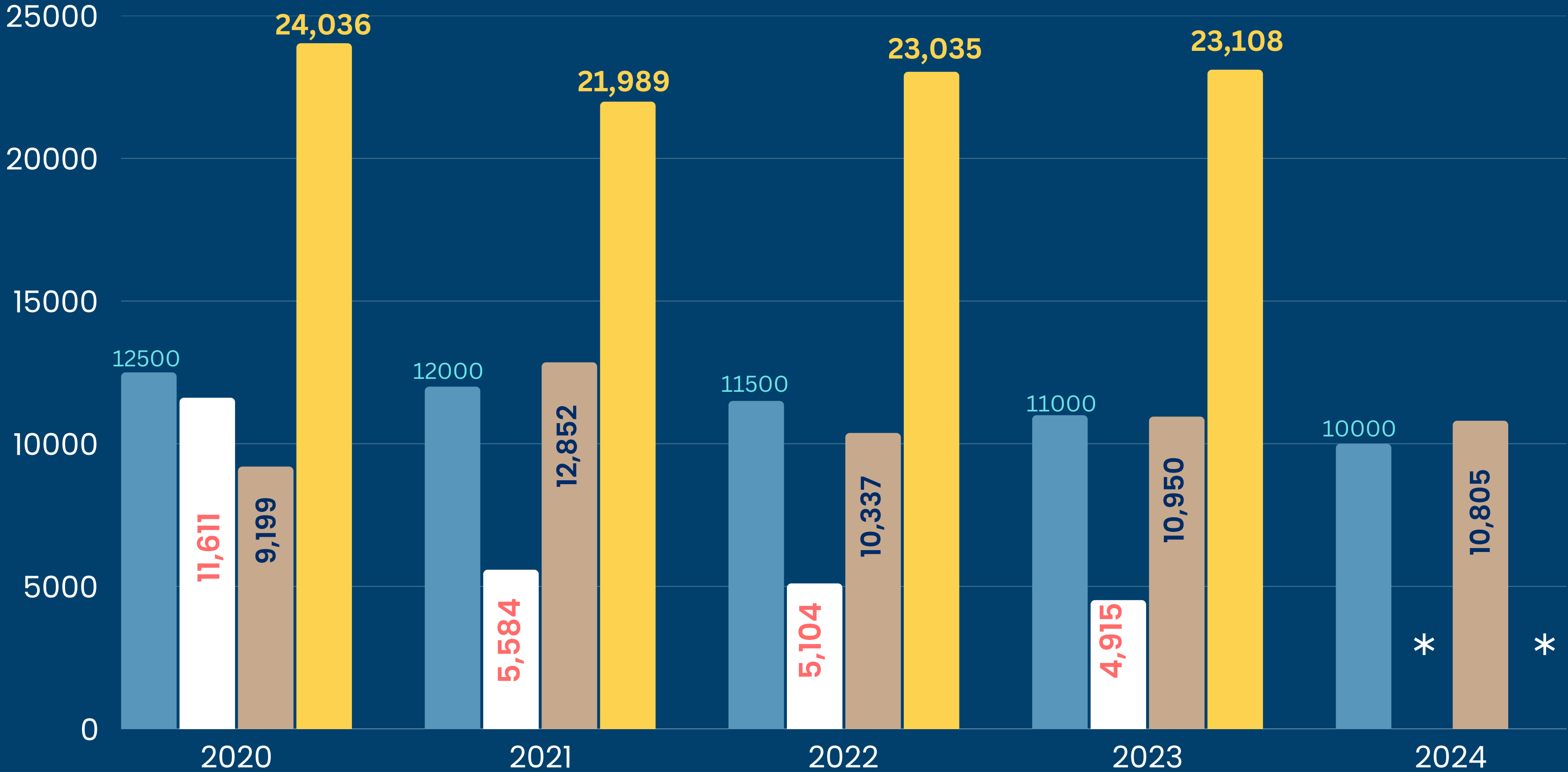
■ US PT ■ FOREIGN PT



CENSUS OF EMPLOYMENT

Quarterly Comparison
of US and Foreign
Part-Time Employees

■ Numerical Limit on CW-1 Permits
 ■ Approved CW-1 Permits
■ **CNMI Workforce COE Data
 ■ CNMI Workforce Ratio Report Data



*Note: Approved CW-1 Permit numbers for 2024 are not available until the Ratio Report is finalized later in the year.

**Note: CNMI Workforce numbers are the AVERAGE of all quarters in a calendar year based on Census of Employment submissions



IN CASE YOU MISSED IT, WE HAVE A NEW WEBSITE

www.labor.cnmi.gov

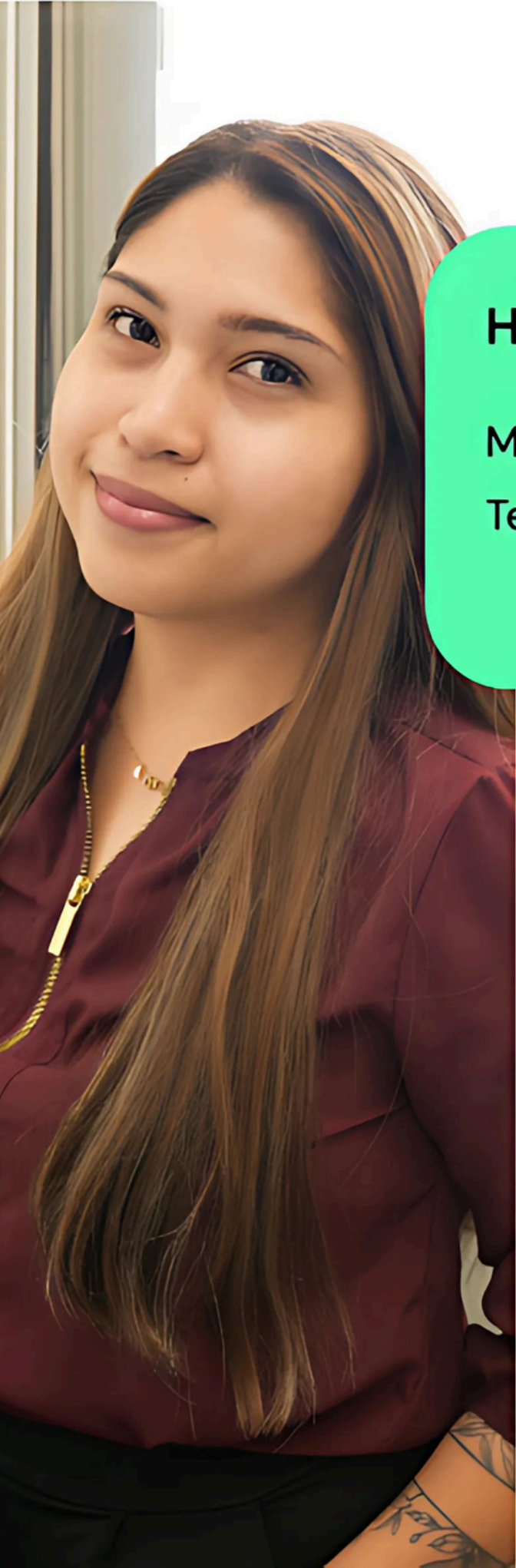
ICYMI



[Home](#) [Applica](#)
[2023 Labor Day](#)

Publi

Emplo



Hi! How can I help you?

Ms. Lae Muna is our Labor Certification Technician

Labor Compliance

1

Census of Employment

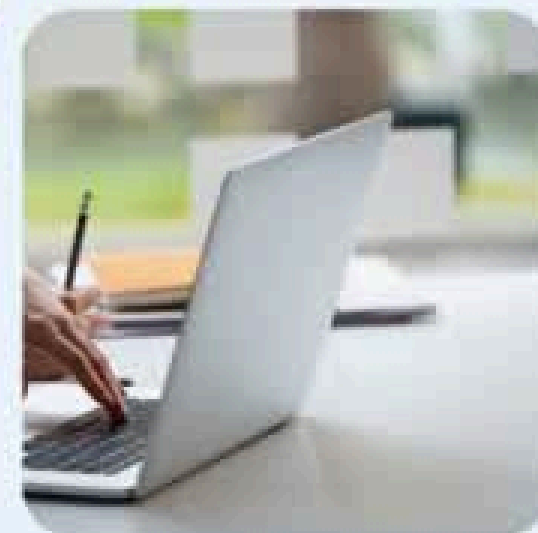
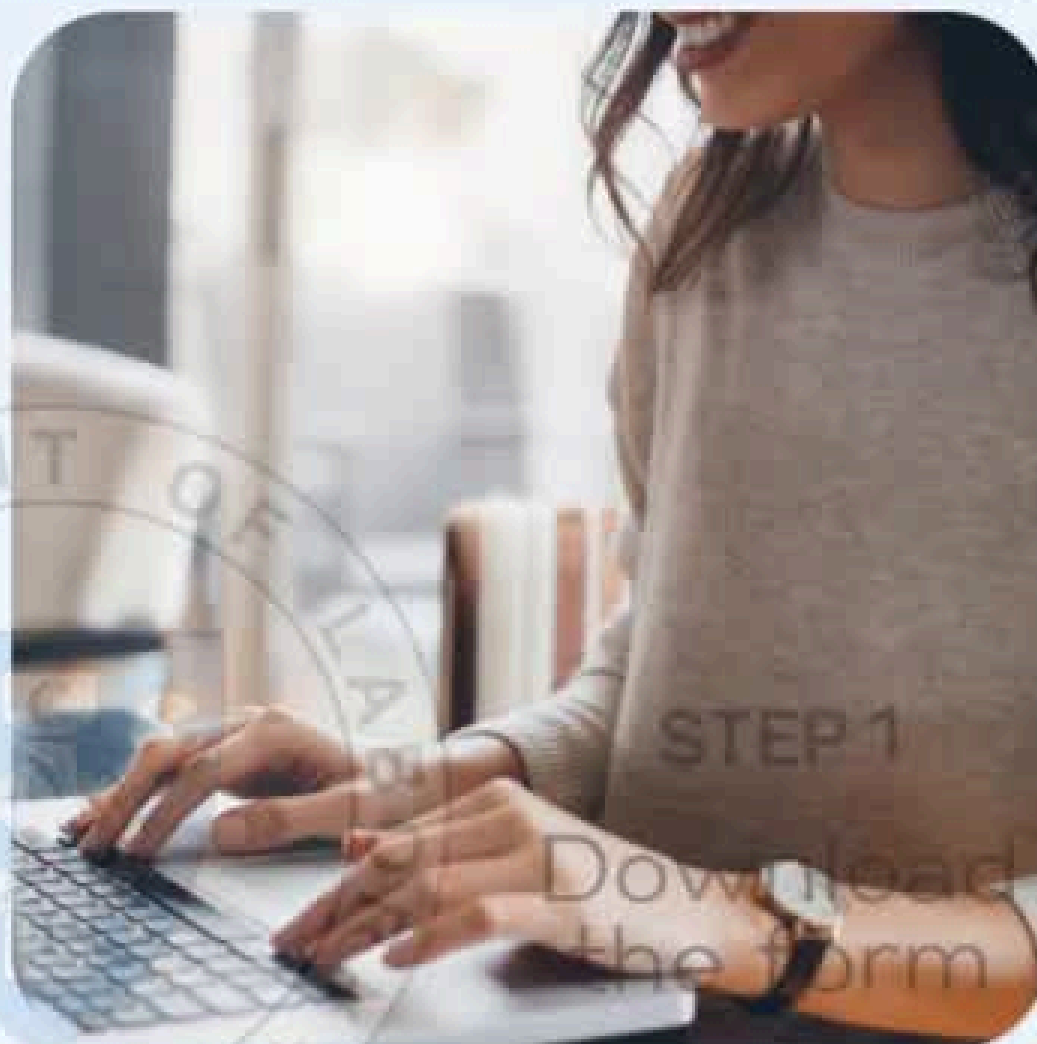
The census of employment requires employers to regularly report; to track data of CNMI labor force which includes information on citizenship, visa status, and occupational positions.

2

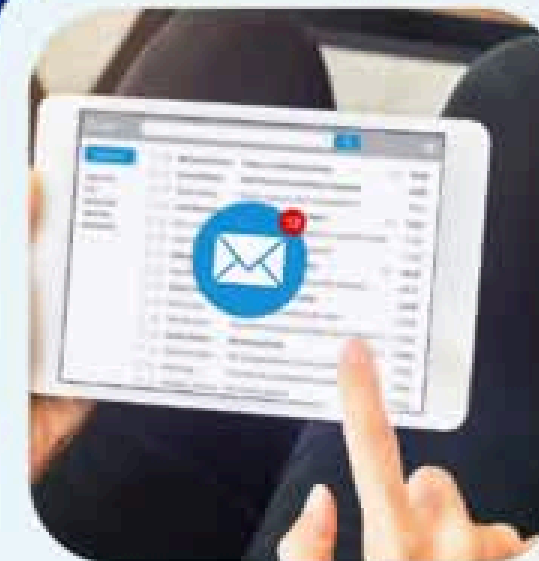
Workforce Plan

Employers with foreign workers must submit annual workforce plans outlining their strategy to replace nonimmigrant workers with qualified citizens and permanent residents.

STEP 1
Download



STEP 2
Fill out the
form



STEP 3
Check
your email



Submit your Quarterly Report here





Hi! How can I help you?

Mr. James Ulloa is our Labor Certification Supervisor.

Once approved, employers will receive a JVA Certification based on their declaration.

Labor Compliance

1

Employer Declaration

Employers must declare why qualified citizens or permanent residents weren't hired within 14 days after the closing date of the announcement.

2

Recruitment Form

This is a template embedded inside the Employer Declaration Form that can be submitted to other agencies.



File your Employer Declaration





CW-1 PROGRAM JVA GENERAL INSTRUCTIONS

The CNMI Department of Labor is providing these instructions to employers seeking CW-1 labor certification to assist employers in completing the Job Vacancy Announcement (JVA) completely and accurately and ensure the JVA contains all contents required by Office of Foreign Labor Certification (OFLC) regulations at 20 CFR [655.441](#). For additional information regarding the required terms and conditions of employment that the employer must include in each JVA, the employer should consult OFLC's CW-1 Interim Final Rule, available [here](#), the JVA-related FAQs and other guidance OFLC provides on its website, available [here](#), and the model JVA language OFLC suggests in the preamble to the CW-1 regulations with respect to employment terms like the three-fourths guarantee and inbound/outbound transportation, available [here](#).



Direct link to our page



Hi! How can I help you?

Ms. Mary Tarroza is the Executive Secretary.

Other Forms

1

Certificate of Good Standing

A Certificate of Good Standing verifies a business has no pending labor cases and meets all workforce compliance requirements, though it's not needed for CW applications.

2

Open Government Act Request

A law that promotes transparency and access to government records, allowing citizens to request and obtain public documents and information from government agencies.

3

Reduction in Force/ Closure

Regulation form for employers detailing the required order of layoffs during a reduction in force, prioritizing retention of citizens and permanent residents over foreign workers.



Request for a Certificate of Good Standing





Reduction in Force or Closure





REMINDER FROM
ENFORCEMENT

Q & A

FAQ

HOW CAN I GET THE CENSUS OF EMPLOYMENT & WORKFORCE PLAN TEMPLATE?

It is available at www.labor.cnmi.gov under Resources, Forms and Publications or you can call the Division of Employment Services (670) 322-0996 and 664-3190.

AM I REQUIRED TO PROVIDE DOL A NOTICE OF REDUCTION IN FORCE?

Pursuant to 3CMC §4937. An employer who employs foreign national workers may reduce the number of current employees based on economic necessity. The employer shall provide notice to the Department at least sixty (60) days prior to the reduction in force.

WHO IS RESPONSIBLE FOR REPATRIATION COST OF A FOREIGN NATIONAL WORKER?

Pursuant to 3CMC §4954(a). The last employer of record of a foreign national worker shall be responsible for the costs of repatriating that worker.

**LABOR
ENFORCEMENT
& COMPLIANCE
SECTION**

Get in touch with us!

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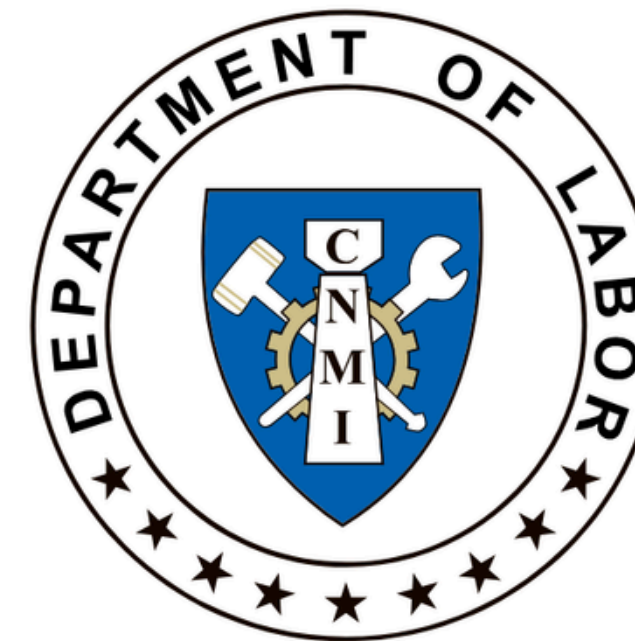
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INFORMATION GUIDE

FOR EMPLOYERS IN THE CNMI

Reminder to Employers

submit the Census of
Employment on time

First Quarter - Due April 30
Second Quarter- Due July 31
Third Quarter - Due October 31
Fourth Quarter - Due January 31

**LABOR
ENFORCEMENT
& COMPLIANCE
SECTION**

INTRODUCTION

As an employer in the CNMI, you are required to comply with the laws, rules and regulations promulgated by the CNMI government. This booklet is provided to inform you of some of the Department of Labor's Employment Rules and Regulations. A more detailed information can be viewed at the Department of Labor's website, www.marianaslabor.net

AUTHORITY

(NMIAC § 80-20.1-001)

The Department of Labor (the "Department"), pursuant to its powers, duties, and authority under the Immigration Conformity Act of 2010, PL 17-1 ; the Commonwealth Employment Act of 2007, PL 15-108; the Minimum Wage and Hour Act, as amended; and Public Laws No, 11-6, 12-11, and 12-58 as amended, does hereby promulgate and issue these regulations that shall govern the employment of citizens, permanent residents, foreign national workers, and other nonimmigrant aliens in the Commonwealth.

EMPLOYMENT RULES
& REGULATIONS

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INVESTIGATION

(NMIAC §80-20.1-445)

The Department may conduct investigations as necessary and appropriate to enforce the provisions of the Commonwealth Employment Act of 2007, as amended, and this subchapter to ensure lawful employment arrangements, payment of wages and overtime, working condition, employer-supplied benefits, and health and safety for employees. Pursuant to appropriate inter-agency arrangements, the Department may investigate related business license, tax, insurance, and other matters that intersect with its responsibilities for labor enforcement. In conducting these investigations, the Department's investigator shall have all of the powers delegated and described with respect to inspections and investigations pursuant to Part 400 of these regulations and the powers to inspect any records that an employer is required to keep, to make copies of records, and to interview employees.

VIOLATIONS

(NMIAC § 80-20.1-435)

If upon inspection a violation is found of any provision of the Commonwealth Employment Act of 2007, as amended, the Minimum Wage and Hour Act, as amended, or the Department regulations promulgated pursuant to Commonwealth law, the investigator may, within thirty days:

(a) Warning.

Issue a warning to the responsible party to correct the violation. If the responsible party does not comply within ten days and correct the violation, the Chief of the Enforcement Section may issue a notice of violation.

(b) Notice of violation.

Issue a notice of violation to the responsible party. Upon issuance of a notice of violation, an action is opened at the Administrative Hearing Office with the Chief of the Enforcement Section as the complainant.

POTENTIAL VIOLATIONS

POTENTIAL VIOLATIONS UNDER
THE NMI ADMINISTRATIVE CODE:

Failure to meet CNMI Workforce Objective (30%)

NMIAC §80-20.1-210

Failure to register

NMIAC §80-20.1-230

Failure to post JVA

NMIAC §80-20.1-225(A)

Failure to meet good faith requirement

NMIAC §80-20.1-235(F)

Failure to file employer declarations

NMIAC §80-20.1-235(G)

Improper Reductions in Force

NMIAC §80-20.1-240

Failure to keep required records

NMIAC §80-20.1-425; NMIAC §80-20.1-501

Violations of the Safe Workplace Conditions

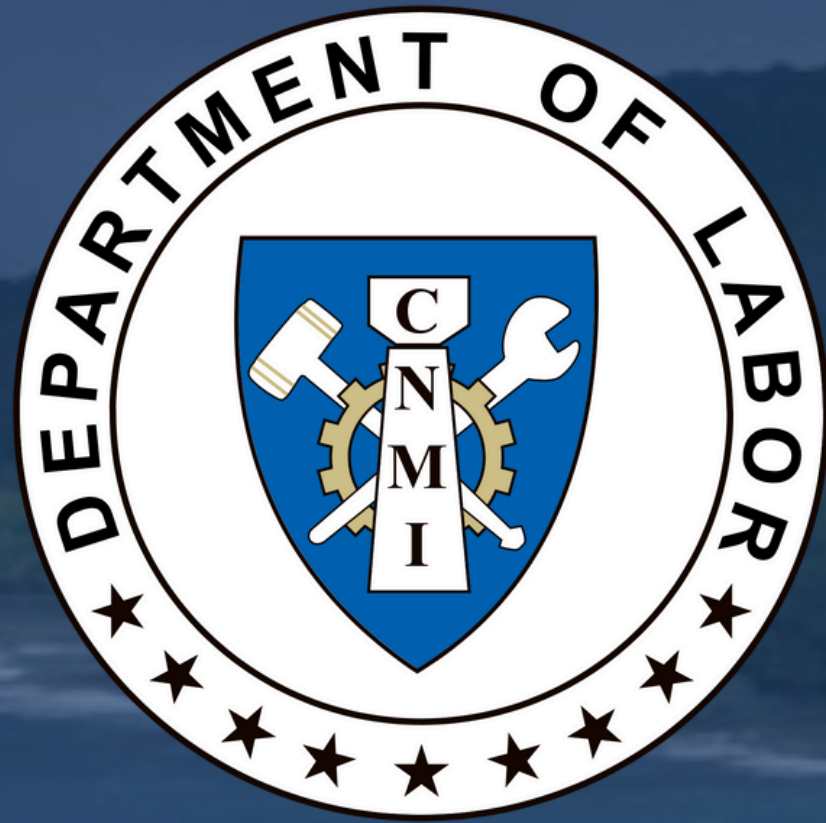
NMIAC §80-20.1-40

Failure to submit Quarterly Compliance Documents

NMIAC §80-20.1-225(A)

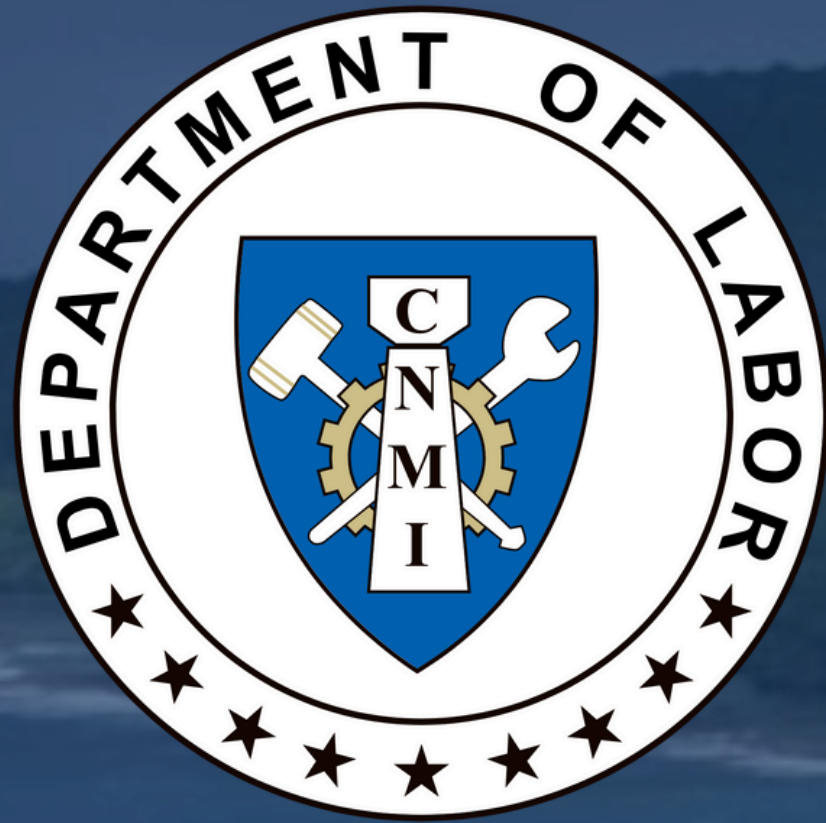
Violation of the Resident Worker Fair Compensation Act

NMIAC §80-20.1-245



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Contact us for
more
information

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