

CITIZEN-CENTRIC REPORT - FY 2021

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.

WORKING FOR THE CNMI



Front Row (Left to Right): Agueda Camacho (PUA Supervisor), Frances Torres (Workforce Investment Agency Director), Vicky Benavente (Secretary of Labor), Jacqueline A. Nicolas (Administrative Hearing Officer)

Back Row (Left to Right): Zachary Taitano (PUA Supervisor), James Ulloa (Labor Certification Supervisor), Jeffrey Camacho (Enforcement/Compliance Acting Director), Timothy Asaivao (OSHA Project Manager), Eugene Tebuteb (Employment Services Director). Vincent Sablan (PUA Supervisor)

PERFORMANCE REPORT

PANDEMIC UNEMPLOYMENT ASSISTANCE



- ✓ 39,220 Pandemic Unemployment Assistance (PUA) claims applications received
- ✓ 36,621 claims processed
- ✓ 10,378 claims approved
- ✓ Over \$236M disbursed to claimants

WORKFORCE DEVELOPMENT



- ✓ \$445,908K in funding received for new DOL Apprenticeship Program. Now preparing for rollout and recruitment of employers and workers
- ✓ In PY 2020, a total of two hundred forty one (241) individuals were served in the Workforce Innovation and Opportunity Act (WIOA) Title I Programs. Eligible adult, dislocated workers, and youth participants received an array of careers customized to their individual needs.



ADMINISTRATIVE HEARING

- ✓ 213 cases filed and 174 labor cases resolved
- ✓ 301 hearings scheduled/held
- ✓ 633 Orders issued by Hearing Office
- ✓ 217 Administrative Orders published in the Commonwealth Register
- ✓ Collected \$1,020 in fees, awarded \$29,308 in judgments, issued \$58,500 in sanctions, approved \$1,400 in settlements, and waived \$90,840 in federal unemployment benefit overpayments

LABOR ENFORCEMENT

- ✓ 38 labor cases were referred by the Administrative Hearing Office (AHO) for investigation and issuance of determination
- ✓ 6 Compliance Agency Cases (CAC) were opened and filed at AHO
- ✓ 107 employers were referred by the Division of Employment Services (DES) for failure to submit Quarterly Compliance reports; 30 have complied, 20 were unreachable, and 57 are pending submissions

CONSULTATION SERVICES

- ✓ OSHA provided free safety and health consultation, compliance assistance, outreach, training, and education on Saipan, Rota, and Tinian
- ✓ 69 visits to construction, manufacturing, retail, wholesale trade, and other service and industry sites
- ✓ 2,992 workers removed from job site due to high risk of exposure to hazardous materials
- ✓ Identified 307 workplace hazards



EMPLOYMENT SERVICES

- ✓ Over 400 new applicants registered online to view or apply for vacant job positions
- ✓ Over 80 new registered employers
- ✓ Over 16,000 job openings

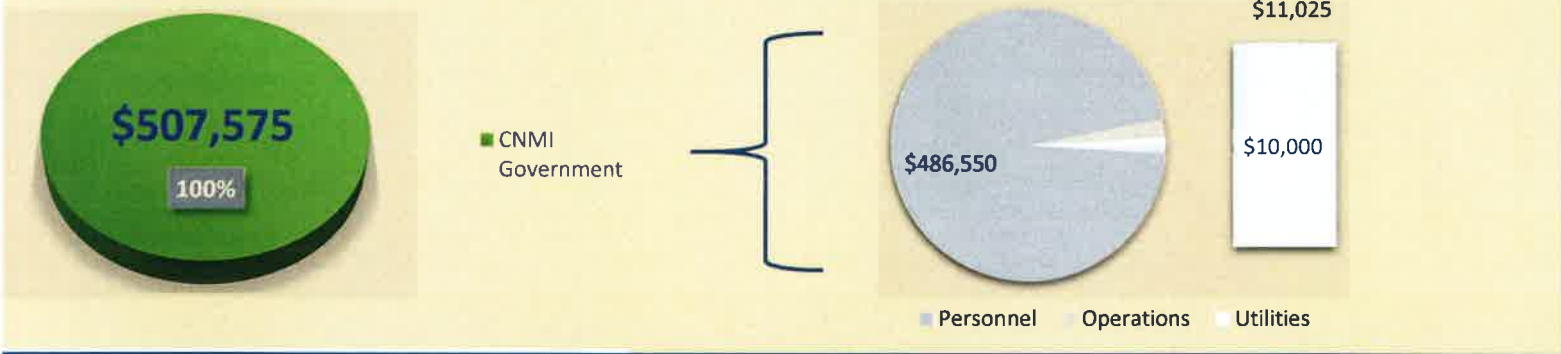


REVENUES AND EXPENSES

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.

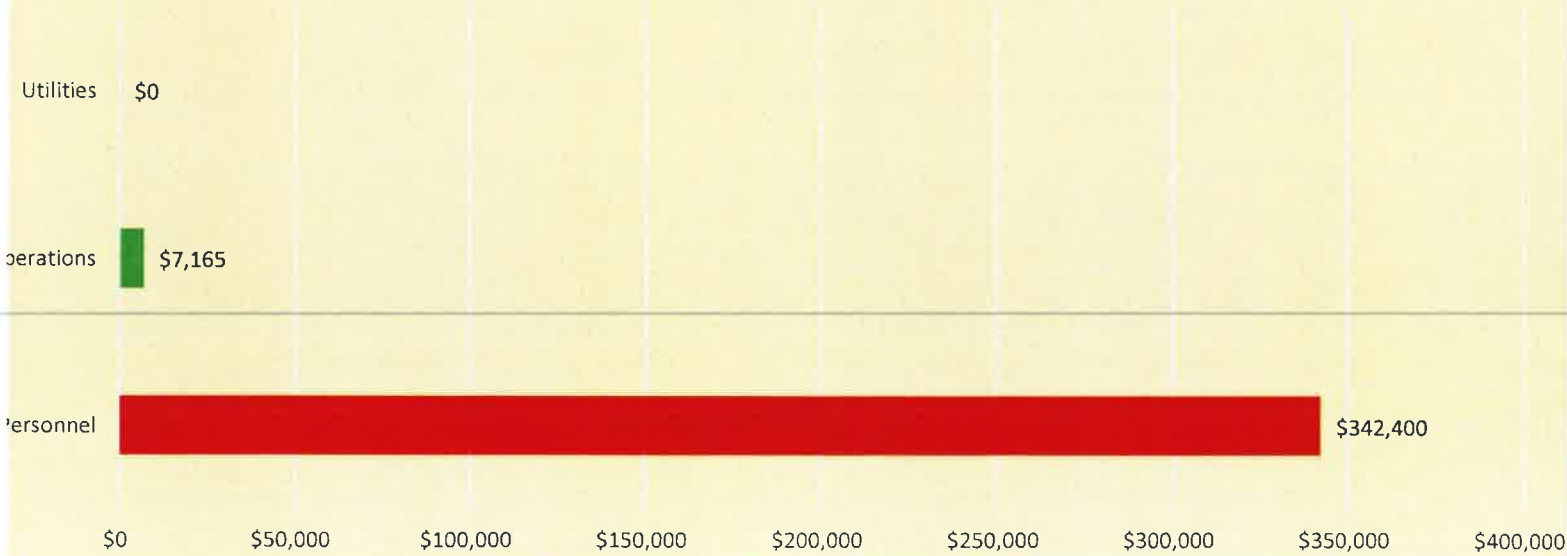
The Department of Labor relies primarily on the CNMI General Fund account for personnel and operating expenditures. Per Public Law 21-35, the Department was allocated \$507,575 from the General Fund in FY 2021. FY 2021 figures show that a total of \$486,550 were appropriated for personnel and fringe benefits, \$11,025 for operations, and \$10,000 for utilities. See figures below.

Revenue: Public Law 21-35



The figures below represent the Department’s actual expenditures for FY 2021. The Department expended a total of \$349,565. A total of \$342,400 was expended for personnel and fringe benefits combined. An additional \$7,165 on operations rounded out total expenses in the fiscal year.

Actual Expenditures



WHAT'S NEXT: CHALLENGES AND PRIORITIES

CHALLENGES IN FY 2022

- Phase out of the Pandemic Unemployment Assistance Program and the eventual influx of job seekers
- Backlog of cases for labor disputes and PUA appeals
- Demand for skilled labor still outnumbers local labor pool
- Training, education, and outreach challenges due to the ever-changing Covid-19 situation



Aligning Local and Federal Workforce Priorities

One key priority of the Department is to alleviate workforce shortages. Due to the impending loss of CW-1 workers, as directed by the NMI U.S. Workforce Act of 2018, the Department has been working closely with training and education entities to alleviate the loss of workers.



Expanding Opportunities to Meet the Current Workforce Demands

An initiative of the State Workforce Development Board is to continuously expand employment and training opportunities to meet the workforce demands and match employers with skilled workers. Job seekers may access a range of training programs listed on the Eligible Training Provider List to upgrade, retool, and increase employability skills in demand driven occupations.



Monitoring Compliance with Labor Rules and Regulations

In anticipation of an increase in labor cases from job seekers (e.g. employment preference), the Department will continue to conduct strict monitoring of businesses to make sure they are in compliance with CNMI labor laws and regulations.



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.



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