



COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

1356 Building, Capitol Hill, P.O. Box 10007, Saipan, MP 96950

Telephone Nos. (670) 664-3196 or 664-3197 Telefax



EDITH DELEON GUERRERO
Acting Secretary

**PUBLIC NOTICE OF PROPOSED RULES AND REGULATIONS AND
NOTICE OF INTENT TO ADOPT AMENDMENTS TO THE
EMPLOYMENT RULES AND REGULATIONS WHICH BECAME
EFFECTIVE JUNE 01, 2010**

INTENDED ACTION TO ADOPT THESE PROPOSED RULES AND REGULATIONS: The Commonwealth of the Northern Mariana Islands, Department of Labor, intends to adopt as permanent the Proposed Rules and Regulations, pursuant to the procedures of the Administrative Procedure Act, 1CMC subsection 9104(a). The Rules and Regulations would become effective 10 days after adoption and publication in the Commonwealth Register. (1 CMC subsection 9105(b).

INTENDED PROPOSED RULES AND REGULATIONS AND IMMEDIATE EFFECT: The Department of Labor finds that:

- (1) Under the existing language of the current Employment Rules and Regulations section 30.3-200 Job Vacancy Announcement subsection 30.3-205, needs to be amended to apply fairness to all employees in the CNMI.
- (2) The same rules and regulations will be adopted as permanent regulations pursuant to the attached Notice of Proposed Rules and Regulations

AUTHORITY: The Secretary of Labor is authorized to promulgate rules and regulations pursuant to Section 4961 of the Commonwealth Employment Act of 2007 as amended by the Immigration Conformity Act Of 2010 and the N.M.I. Administrative Code Chapter 80 Department of Labor Employment Rules and Regulations section 80-10.1

THE TERMS AND SUBSTANCE:

Short Statement of Goals and Objectives: The amendment would require and ensure that all unemployed individuals have access to all available job vacancies on the Department of Labor website so that an employer may select the most qualified and available worker.

Brief Summary of the Proposed Regulation: The amendment would require all employers to post all job vacancy announcements on the Department of Labor website and to provide all available and qualified workers an opportunity to see all jobs available.

RULES AND REGULATIONS

Amendment to the Employment Rules and Regulations (effective June 01, 2010)

Section 30.3-200 Job Vacancy Announcement.

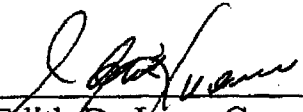
Subsection 30.3-205 Posting. An employer who intends to employ on a full-time or part-time basis (under any new employment arrangement, any renewal of any existing employment arrangement, or any transfer) must post a job vacancy announcement on the Department's website, www.marianaslabor.net.


DIRECTIONS FOR FILING AND PUBLICATION: These Proposed Regulations shall be published pursuant to the Commonwealth Register in the section on proposed and newly adopted regulations (see 1 CMC subsection 9102(a)(1) and posted in convenient places in the civic center and in local government offices in each senatorial district, both in English and in the principal vernacular. (1 CMC subsection 9104(a)(1)

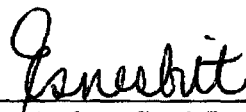
The Secretary of Labor shall take appropriate measures to make these Regulations known to the persons who may be affected by them (1 CMC subsection 9105(b)(2)

TO PROVIDE COMMENTS: Please send or deliver your comments to Edith De Leon Guerrero, Acting Secretary of Labor, P.O. Box 10007 Saipan, MP 96950. Comments are due within 30 days from the date of publication of this notice. Please submit data, views or arguments. (1 CMC subsection 9104(a)(2).

These proposed rules and regulations were approved by the Acting Secretary of Labor on December 12, 2013

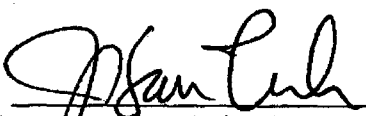
Submitted by:  December 12, 2013
Edith De Leon Guerrero
Acting Secretary of Labor
Date

Received by:  12/26/13
Esther S. Fleming
Governor's Special Assistant
for Administration
Date

Filed and Recorded by:  12.26.2013
Esther Sn. Nesbitt
Commonwealth Register
Date

Pursuant to 1 CMC subsection 2153(e) (AG approval of regulations to be promulgated as to form) and 1 CMC subsection 9104(a)(3) (obtain AG approval) the proposed regulations attached hereto have been reviewed and approved as to form and legal sufficiency by the CNMI Attorney General and shall be published, (1 CMC subsection 2153(f) (publication of rules and regulations).

Dated this 26th day of December 2013.


Joey P. San Nicolas
Attorney General

COMMONWEALTH GI SANGKATTAN NA ISLAS MARIANAS
DIPATTAMENTUN HUTNALERU
UFISINAN SEKRETARIA

1356 Building, Capitol Hill, P.O. Box 10007, Saipan, MP 96950
Numirun Tilifon Siha: (670) 664-3196 pat 664-3197 Telefax

**NUTISIAN PUPBLIKU GI MANMAPROPONI NA AREKLAMENTU YAN REGULASION SIHA YAN
NUTISIAN INTENSION PARA U ADAPTA I AMENDASION SIHA PARA I AREKLAMENTU YAN
REGULASION INEMPLEHU SIHA NI PARA U IFEKTIBU GI HUNIU 01, 2010**

I AKSION NI MA'INTENSIONA PARA U ADAPTA ESTI I MANMAPROPONI NA AREKLAMENTU YAN REGULASION SIHA: I Commonwealth gi Sangkattan na Islas Marianas Siha, i Dipattamentun Hutnaleru, ha intensiona para u adapta kumu petmanienti i Manmaproponi na Areklamentu yan Regulasion siha, sigun gi manera siha gi Aktun Administrative Procedure, 1 CMC subsection 9104(a). I Areklamentu yan Regulasion siha para u ifektibu gi halum i dies(10) dihas dispues di adaptasion yan publikasion gi halum i Rehistran Commonwealth. (1 CMC subsection 9105(b)).

MA'INTENSIONA I MANMAPROPONI NA AREKLAMENTU YAN REGULASION SIHA YAN U IFEKTIBU INSIGIDAS: I Dipattamentun Hutnaleru ha sodda' na:

- (1) Gi papa' i presentu na lingguahi gi presentu na Areklamentu yan Regulasion gi Inemplehu gi seksiona 30.3-200 gi Anunsiun Bakantin Cho'chu' subsection 30.3-205, ha nisisita para u ma'amenda para u aplika i fairness para todun emple'ao siha gi halum CNMI.
- (2) Gi parehu na areklamentu yan regulasion siha ni para u ma'adapta kumu petmanienti na regulasion siha sigun gi mañechettun na Nutisia gi Manmaproponi na Areklamentu yan Regulasion siha.

ATURIDAT: I Sekretarian Hutnaleru ma'aturisa na para u cho'gui i areklamentu yan i regulasion siha sigun gi Seksiona 4961 gi Aktun Inemplehun Commonwealth gi 2007 kumu ma'amenda ni Aktun Immigration Conformity gi 2010 yan i N.M.I. Kodigun Administrative Kapitulu 80 gi Areklamentu yan Regulasion siha gi Inemplehu gi Dipattamentun Hutnaleru seksiona 80-10.1

I TEMA YAN I SUSTANSIAN PALABRA SIHA: I amendasion para u dimanda yan u na'siguru na todun ti manma'empleleha na indibiyuat siha para u fangai lugat ti todun i guaha na bakantin cho'chu' siha gi website Dipattamentun Hutnaleru kosa ki i employer siha manatyik ni mas kualifikao yan i guaha na facho'chu' na taotao.

Kadada' na sinumaria gi Manmaproponi na Regulasion: I amendasion para u dimanda todun employers para u pega todun i anunsiun bakantin cho'chu' siha gi website i Dipattamentun Hutnaleru yan u pribeniyi todun i guaha yan mangkualifikao na facho'chu' ni opottunidat para u mali'i todun i guaha na cho'chu'.

Sigun i 1 CMC § 2153(e) (Inapruuban Abugâdu Henerât gi regulasion siha na para u macho'gui kumu para fotma) yan 1 CMC § 9104(a)(3) (hentan inapruuban Abugâdu Henerât) i maproponi na regulasion siha ni mañechettun guini gi manmaribisa yan ma'aprueba kumu fotma yan ligât sufisienti ginin i CNMI Abugâdu Henerât yan debi na u mapublika, (1 CMC § 2153(f) (pupublikasion i areklamentu yan regulasion siha).

Mafetcha gi diha 26th di December, 2013



Joey P. San Nicolas
Abugâdu Henerât

AREKLAMENTU YAN REGULASION SIHA

Amendasion para i Areklamentu yan Regulasion Siha gi Inemplehu (ifektibu gi Huniu 01, 2010)

Seksiona 30.3-200 Anunsiun Bakântin Cho'chu'.

I Subsection 30.3-205 Mapepega. I employer ni ha intensiona para u fanemple'a gi full-time pat part-time na manera (gi papa' hâfa i nuebu na employment arrangement, hâfa na renewal gi hâfa na existing employment arrangement, pat hâfa na transfer) debi na u mapega i anunsiun bakântin cho'chu' gi website i Dipattamentu, www.marianaslabor.net.

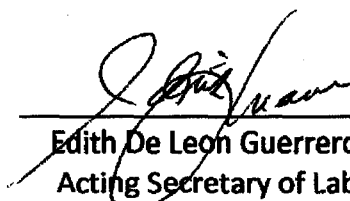
DIREKSION PARA U MAPO'LO YAN PUBLIKASION: Esti i Manmaproponi na Regulasion siha debi na u mapublika sigun gi Rehistran Commonwealth gi halum i seksiona gi manmaproponi yan nuebu na manma'adâpta na regulasion siha (atan i 1 CMC subsection 9102(a)(1) yan u fanmapega gi halum i mangkumbinienti na lugât siha gi halum i civic center yan i ufisinan gubietnamentu siha gi halum kada distritun senadot, parehu English yan lingguâhin natibu. (1 CMC subsection 9104(a)(1)

I Sekretârian Hutnaleru debi na u chuli' propiu na inadahi ni para u fa'tinas esti na Regulasion siha ni para u matungu' ni petsona siha nai siña maninafekta siha (1 CMC subsection 9105(b)(2)

PARA U MAPRIBENIYI UPIÑON SIHA: Put fabot na'hânão pat intrega i upiñon-mu guatu gi as Edith De Leon Guerrero, Acting Secretary of Labor, P.O. Box 10007 Saipan, MP 96950. Todu upiñon siha debi na u fanhâlum guatu gi halum trenta(30) dihas ginin i fetchan publikasion esti na nutisia. Put fabot na'hâlum i imfotmasion, upiñon pat kinontestan kinentra siha. (1 CMC subsection 9104(a)(2).

Esti i manmaproponi na areklamentu yan regulasion siha manma'aprueba ni Acting Secretary of Labor gi December 12, 2013.

Nina'hâlum as:


Edith De Leon Guerrero
Acting Secretary of Labor

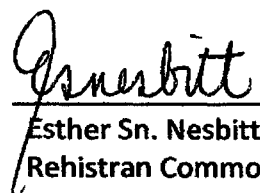
December 12, 2013
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Rinisibi as:


Esther S. Fleming
Espisiât Na Ayudânti Para i Atministrasion Gubietnu

12/26/13
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Pine'lu yan Ninota as:


Esther Sn. Nesbitt
Rehistran Commonwealth

12.26.2013
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**ARONGORONGOL TOULAP REEL POMWOL ALLÉGH ME AMMWEL
ME POMWOL REBWE ADAPTÁÁLI LIWELL KKA REL
ALLÉGHÚL SCHÓÓL ANGAANG LLÓL BWULASIYOOOL ANGAANG
(LABOR) IWE E BWUNGULÓ WÓL JUNE 01, 2010**

**MÁNGEMÁNGIL MWÓGHUT YEEL BWE EBWE ADAPTÁÁLI POMMWOL
ALLÉGH ME AMMWEL KKA:** Bwulasiyool Angaang mellól Téél Falúw kka
Efáng llól Marianas, re mángemengil bwe rebwe adaptááli bwe ebwe llégh ló
pomwol Allégh me Ammwel sáangi mwóghutughutúl Administrative Act, 1
CMC 9104 (a). Allégh me Ammwel kka nge ebwe bwunguló llól seigh (10) ráll
mwiirilól yaal adaptááli me akkatéewow me Commonwealth Register. (1 CMC
9105 (b)).

MÁNGEMÁNGIL POMMWOL ALLÉGH ME AMMWEL KKA ME BWUNGULÓL:
Bwulasiyol Angaang e chungí bwe:

1. Sáangi kkapasal Alléghúl me Ammwelil Schóól Angaang llól táليل 30.3-
200 Arongorong rel Aiyooral Angaang me leyil táليل 30.3-205, ebwe
liwell ló bwele igha ebwe yoor aweewe leyil schóól angaang llól
CNMI.
2. Rel Allégh me Ammwel kka nge rebwe adaptááli bwe ebwe llégh ló
sáangi millikka e appaschlong bwe Arongorongol Pomwol Allégh.

BWÁNGIL: Samwoolul Bwulasiyol Angaang (Labor) eyoor bwángil bwe ebwe
attootowow Allégh me Ammwel sáangi táليل 4961 merel Commonwealth
Employment Act of 2007 iwe re liwelli sáangi Immigration Conformity Act of
2010 me N.M.I Administrative Act Code Chapter 80 Alléghúl Bwulasiyol
Angaang (Labor) táليل 80-10.1.

KKAPASAL ME AWEEWEL:

AWEEWEL ME MWÓGHUTUGHUTÚL: Liwell kkaal nge ebwe ayoora me ebwe ffat
bwe ólongeer schóókka rese angaang ebwe mmwel ngaliir bwe rebwe toolong
bwe rebwe amweeri angaang kka eyoor llól yaar Department of Labor
Website bwe Schóól Umwuumwul Angaang ebwe affil leyil schóókka re ffil
me emmwel rebwe le angaang.

KKAPASAL POMWOL AMMWEL: Liwell kkaal nge ebwe ayoora ngaliir Schóól Umwuumwul Angaang bwe rebwe akkatééwow Arongorong rel ngáre ebwe eyoor angaang.

ALLÉGH ME AMMWEL

Liwell rel Allégh me Ammwel rel Schóól Angaang (Bwunguló June 01, 2010)

Tálil 30.3-200 – Arongorong rel igha eyoor angaang.

Tálil 30.3-205 -Appaschlongol. rel schóól angaang iye re mángemángil bwe rebwe angaang Full-time me ngáre Part-time (faal mwóghutughutúl angaang kka e ffé, mwóghutughutúl rel mille ebwe fféer sefáál igha re schiwel kke angaang, me ngáre ebwe téélong llól eew angaang) rebwe isiisiwow arongorong ngáre eyoor angaang wól Department Website ; www.marianaslabor.net


AFALAFAL REEL ISIISILONGOL ME AKKATÉÉWOWUL: Pomwol Ammwel kkaal ebwe akkatéélong llól Commonwealth Register llól tálil ye re pomwoli me fillóoy allégh kka re ffé (1 CMC Tálil 9102(a)(1)) me ebwe appaschetá igha toulap rebwe weri iye me bwal llól bwulasiyool Gobenno kkaal llól senatorial district, fengál rel kkasal English, Refaluwasch me Remeraalis. (1 CMC Tálil 9104(a)(1))

Samwoolul Bwulasiyol Angaang ebwe pomwoli fillóoyil mwóghutughutúl bwe aramas rebwe tam rel millikka rebwe filimwáang rel (1 CMC Tálil 9105 (b)(2))

ATOOTOLONGOL MÁNGEMÁNG: Afanga me ngáre bwughiiló ischil mángemángúmw reel Iilimwár ye Edith De Leon Guerrero, Secretary of Labor ngáli address ye P.O. Box 10007 Saipan, MP 96950. Ebwe bwunguló llól 30 ráll sáangi ráll ye akkatééwowul arongorong. Isáálilong yáámi Data, Views me ngáre angingi. (1 CMC Tálil 9104(a)(2))

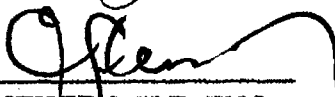
Pomwol Allégh me Ammwel kkaal nge a bwunguló sáangi Samwoolul Bwulasiyol Angaang (Labor) wól December 12, 2013

Isááliyallong:


EDITH DE LEON GUERRERO
Acting Secretary of Labor

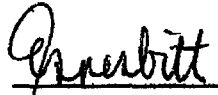
December 12, 2013
Ráil

Mwiir sáangi:


ESTHERS. FLEMING
Governor's Special Assistant
For Administration

12/26/13
Ráil


Ammwel Sangi:


ESTHER S. NESBITT
Commonwealth Register

12.26.2013
Ráil

Sáangi allégh ye 1 CMC Tálil 2153(e) (Alúghúlúgh mereel AG igha ebwe akkatééló allégh kka ighila) me 1 CMC Tálil 9104(a)(3) (E bwughi alúghúlúghúl AG) pomwol allégh kka e appasch nge raa takkal amweri fischi mereel CNMI Sów Bwungul Allégh Lapalap (AG) me ebwe akkatééló llól, (1 CMC Talil 2153(f) (arongorongol allégh me Ammwel kkaal)

Ráálil ye 26 llól maramal December 2013


JOEY P. SAN NICOLAS
Attorney General