

CNMI Prevailing Wage

What is the Prevailing Wage?

- The prevailing wage is the average wages paid to employees within a certain occupation for every hour worked in a given timeframe.

What is it used for?

- CW-1 Wages are required to be at the Prevailing Wage level for the employee's occupation
- New Requirement under U.S. Public Law 115-218, the Northern Mariana Islands U.S. Workforce Act
- CNMI Prevailing Wage levels are used by the U.S. Department of Labor in issuing a Prevailing Wage Determination following filing with USDOL.
- If no CNMI Prevailing Wage exists for an occupation, US DOL will assign a wage based on the average wages present in Guam for that occupation

How was the Prevailing Wage Calculated?

- The first round of the survey was sent to every employer listed in with the CNMI Department of Labor, CNMI Department of Finance and those who submitted responses for the 2016 CNMI Prevailing Wage Survey
- First Round began on April 8, 2019 and ended on April 22, 2019
- Employees were grouped by Standard Occupational Classification (SOC) Codes and the average of the wages for each code was computed
- The Second Round began on May 9, 2019 and ended on May 17, 2019

Which Wages were Reported to US DOL?

- Under the regulations provided to jurisdictions performing a Prevailing Wage Survey there are requirements necessary to obtain a sufficient sample of employees:
 - A survey must attempt to reach all employers in the location for each occupation; and
 - The accepted wage would be the average of wages among at least 3 employers and 30 employees

How can employers find the Prevailing Wage for an Occupation?

- The U.S. Department of Labor has updated its listing of Wages for the CW-1 program to include the 84 Occupations that were calculated in the First Round of the survey
- Information can be found online at <https://www.foreignlaborcert.doleta.gov/cw-1.cfm>

Understanding the US DOL Wage Table

Prevailing Wages for CW-1 Visas			
SOC Code	SOC Title	Wage Source	Wage Rate
11-1011	Chief Executives	CW-1 CNMI Approved Survey	\$44.24
11-1021	General and Operations Managers	CW-1 CNMI Approved Survey	\$17.23
11-1031	Legislators	OES Adjusted Wage	\$32,908
11-2011	Advertising and Promotions Managers	Guam OES	\$23.03
11-2021	Marketing Managers	CW-1 CNMI Approved Survey	\$19.45

Wage Source	Description
CW-1 CNMI Approved Survey	Results from the CNMI Prevailing Wage Survey
OES Adjusted Wage	National Mean Wage adjusted for the CW-1 Program by US DOL
Guam OES	Guam Prevailing Wage level

Steps Ahead

- Currently, Second Round survey results are being tabulated
- Once finished results will be provided to U.S. Department of Labor
- When approved, wage listings will be updated