



DEPARTMENT OF LABOR

DIVISION OF EMPLOYMENT SERVICES

NOTICE TO EMPLOYERS

This is to inform you that the Division of Employment Services has been receiving complaints from qualified and available U.S. Citizen and Permanent Residents that certain employers are informing them that the job being advertised is for renewal of nonresident worker(s) and there is no job available.

This is to remind all that these reasoning is inappropriate and should stop immediately. The following guidelines must be followed whenever a resident worker responded to a job vacancy that is reported to the division.

- 1. Employers must not use reasons that the vacancy announcement is for the renewal of permits and tat there is no job available.**
- 2. They must set and interview date and must conduct an interview.**
- 3. Employer will determine whether the applicant is fit for the job based on the merits of their interviews.**
- 4. Employers are expected to admit their responses on the web site no longer than 14 days.**
- 5. A personnel will be assigned to verify the contents of the employers' response to see its' validity.**

In the event that employers commits infraction of the above. The following penalties will be applied accordingly.

- 1. No Vacancy will be certified**
- 2. Disbar employer from hiring nonresident workers for the affected position**
- 3. Impose monetary fines for remedies and penalties.**

Please feel free to call 236-0928/9 should you have further inquiries.

Hafa Adai,

**Alfred A. Pangelinan
Director, DES**