

COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS



CIVIL SERVICE COMMISSION  
OFFICE OF PERSONNEL MANAGEMENT  
P.O. BOX 5153 CHRB SAIPAN MP 96950  
TEL NOS. (670) 234-6925/6958/8036  
FAX NO. (670) 234-1013



**All Department and Activity Heads are requested to post this Bulletin in all work places and ensure that all employees have access to this information.**

**CSC Bulletin 16-01**

August 19, 2016

To all Department and Activity Heads:

Subject: A Reemphasis: Political Coercion Will Not Be Tolerated

The Civil Service Commission previously issued a Bulletin prohibiting political coercion. With elections and the related political activities nearing, The Commission feels that it is important to remind employees that they should not be subjected to political pressures or interference and that it should be reported if it occurs.

As stated earlier, the Civil Service Commission will not tolerate the misuse of official authority or influence to coerce government employees for political purposes. Both Commonwealth laws and the Civil Service regulations protect government employees from being intimidated or harassed by threats to their employment security through political pressure relative to public elections.

The CNMI Civil Service Commission is aware that, despite these protections, employees have been coerced into attending or not attending and supporting or not supporting political events as the election season progresses. Employees have previously reported that they have been threatened that they will lose their jobs if they either don't support or do support certain candidates. Often these actions have also involved contributions or the purchase of event tickets.

The Civil Service Commission cannot and will not allow this to happen to government employees. One of the major responsibilities of the Commission is to provide guidance and protection to civil service employees through the development of regulations. The Civil Service regulations prohibit such abuses of authority. The Commission will enforce its regulations and will take action to protect its employees. The statutes, on which these regulations are based, also protect employees outside the Civil Service.

Both CNMI statutes and the Civil Service regulations affirm that all Employees must be able to exercise their right to participate in political activities of their choosing without being pressured or threatened. 1 CMC §8152 of the Commonwealth Code provides criminal penalties, up to six

months imprisonment, a fine up to \$1000.00, or both imprisonment and fine, to any government official who uses his or her position, authority or influence to threaten an employee's employment, pay, benefits, tenure or other aspects of government employment.

The Civil Service Commission will act with the authority provided to it by law to protect employees from such abuse and fully expects all departments and activities to also protect their employees. All enforcement agencies are likewise expected to take appropriate investigative action when political coercion is reported or referred to them.

The Commission is fully prepared to protect government employees and take the appropriate administrative and legal action. Employees are encouraged to report violations to their department or agency heads or directly to the Commission. Due to the limited time the Commission is convened as a body, please address a written statement to the Commission and deliver it to the Director of the Office of Personnel Management.

I wish to reemphasize that there is no place for political coercion in today's Commonwealth. I encourage all government officials to join with the Commission to stop such inappropriate actions.



**Herman (HR) Deleon Guerrero**  
**Chairman, Civil Service Commission**

- cc: Governor  
Lieutenant Governor  
All Members of the Senate  
All Members of the House of Representatives  
Public Auditor  
Attorney General  
Commissioner of Public Safety