

I Mina'trentai Ocho Na Liheslaturan Guåhan
BILL STATUS

BILL NO.	SPONSOR	TITLE	DATE INTRODUCED	DATE REFERRED	CMTE REFERRED	FISCAL NOTES	PUBLIC HEARING DATE	DATE COMMITTEE REPORT FILED	NOTES
292-38 (COR)	Telo T. Taitague	AN ACT TO AMEND § 6302(a)(1)(A), (a)(1)(B), (a)(2), (a)(3), (b)(3) AND § 6304(a) OF ARTICLE 3, CHAPTER 6, DIVISION 1, TITLE 17, GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO CORRECTIONS TO KEY TERMS IN PUBLIC LAW 38-93, THE PREGNANT WORKERS FAIRNESS ACT RULES AND REGULATIONS.	3/19/26 4:18 p.m.						

I MINA'TRENTAI OCHO NA LIHESLATURAN GUÅHAN
2026 (SECOND) Regular Session

Bill No. 292-38 (COR)

Introduced by:

Telo T. Taitague



AN ACT TO *AMEND* § 6302(a)(1)(A), (a)(1)(B), (a)(2), (a)(3), (b)(3) AND § 6304(a) OF ARTICLE 3, CHAPTER 6, DIVISION 1, TITLE 17, GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO CORRECTIONS TO KEY TERMS IN PUBLIC LAW 38-93, THE PREGNANT WORKERS FAIRNESS ACT RULES AND REGULATIONS.

1 **BE IT ENACTED BY THE PEOPLE OF GUAM:**

2 **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guåhan* finds that
3 Public Law 38-93, the Pregnant Workers Fairness Act Rules and Regulations contain
4 spelling errors to key terms which require correction through the legislative process.
5 It is therefore the intent of *I Liheslatura* to make these corrections to ensure accuracy
6 of the Act.

7 **Section 2.** §6302 (a)(1)(A), (a)(1)(B), (a)(2), (a)(3), and b(3) of Title 17,
8 Guam Administrative Rules and Regulations is hereby *amended*, to read as follows:

9 “ § 6302. **Pregnant Workers Fairness**

10 (a) An employer shall not discriminate against workers whose ability to
11 perform the functions of a job are limited by pregnancy, childbirth or related medical
12 condition.

13 (1) Complaints: Persons wishing to file a complaint for a violation
14 of the Pregnant Workers Fairness may file such complaint within ninety (90)
15 days from the date of denial with the Department of Labor Fair Employment
16 Practice Office.

1 (A) Good Cause: The Department may accept a complaint
2 after ninety (90) days if the delay in filing is due to a valid medical
3 reason however, in no case shall a complaint be ~~files~~ filed more than
4 one-hundred eighty (180) days from the date of denial.

5 (B) Refusal of Complaint Filing: ~~FEPD~~ FEPD may decline to
6 accept a potential complaint for reasons including but not limited to:
7 Untimely Filing of Complaint, Complaint has been previous filed with
8 USDOL or Incomplete Documents.

9 (2) Complaints and Statements must be submitted on a form
10 approved by the Department. FEPD will develop ~~A~~ a standard form which an
11 individual may use for reasonable accommodation.

12 (3) ~~Complaints~~ Complainants shall provide valid photo
13 identification with their complaint.

14 (4) FEPD may assist complainant with obtaining information from
15 the employer, as allowed in the statute.

16 (5) FEPD may verify with USDOL if a complaint has been filed by
17 the aggrieved person. Should a complaint be filed, Guam DOL will suspend
18 its' investigation.

19 (b) Investigations: An investigation may be initiated as result of a
20 complaint, fact finding process from a separate case, or the result of a formal
21 inspection.

22 (1) When requesting information from an employer, the Department
23 may require that such information be submitted within fifteen (15) calendar
24 days.

25 (2) An employer may request an extension of this fifteen (15) day
26 deadline. An extension must be approved in writing by the Department and

1 shall not exceed thirty (30) day calendar days after the initial fifteen (15) day
2 period.

3 (3) ~~FEPD Investigations~~ Investigators may interview employees at a
4 jobsite and may also inspect employer records at employer's establishment.
5 Failure to allow reasonable access to FEPD Investigators constitutes a
6 violation and may subject an employer to civil penalties pursuant to 22 GCA
7 §3804(f).

8 (4) FEPD Investigators may refer a matter or coordinate with other
9 local or federal agencies when appropriate.

10 (c) Findings: FEPD investigators shall consider documents, statements and
11 other pertinent information during fact finding investigations and formulate a report
12 to the Director.

13 (1) The report shall contain a synopsis of the situation and
14 recommendation to the Fair Employment Practice Officer on Action.

15 (2) Findings shall take into consideration information gained during
16 fact finding, field ~~missions~~ inspections, onsite visits, or by a third party.”

17 **Section 3.** §6304(a) of Article 3 Chapter 6 Division 1 Title 17, Guam
18 Administrative Rules and Regulations is hereby *amended*, to read as follows:

19 “ **§ 6304. Inspection & Investigations.**

20 (a) The staff and management ~~personal~~ personnel of the FEPD division
21 may conduct site ~~inspection~~ inspections and investigations as permitted by 22
22 GCA § 1108.”

23 **Section 4. Effective Date.** This Act *shall* be effective upon enactment.