

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
318-38 (COR)	William A. Parkinson	AN ACT TO ADD A NEW PARAGRAPH (3) TO SUBSECTION (c) OF § 4109, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO AUTHORIZING A ONE-TIME TRANSFER OF ACCUMULATED ANNUAL LEAVE IN EXCESS OF THREE HUNDRED TWENTY (320) HOURS INTO ACCUMULATED SICK LEAVE FOR GOVERNMENT OF GUAM EMPLOYEES.	5/13/26 1:52 p.m.						

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

Bill No. 318-38 (COR)

Introduced by:

William A. Parkinson 

AN ACT TO ADD A NEW PARAGRAPH (3) TO SUBSECTION (c) OF § 4109, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO AUTHORIZING A ONE-TIME TRANSFER OF ACCUMULATED ANNUAL LEAVE IN EXCESS OF THREE HUNDRED TWENTY (320) HOURS INTO ACCUMULATED SICK LEAVE FOR GOVERNMENT OF GUAM EMPLOYEES.

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

2 **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guåhan* finds
3 that § 4109(c) of Chapter 4, Title 4, Guam Code Annotated, establishes three
4 hundred twenty (320) hours as the maximum amount of accumulated annual leave
5 that eligible employees may carry. Annual leave earned in excess of three hundred
6 twenty (320) hours may be credited to accumulated sick leave at the end of the fiscal
7 year, but only up to one hundred (100) hours.

8 *I Liheslaturan Guåhan* further finds that some government of Guam
9 employees have accumulated annual leave balances above the three hundred twenty
10 (320) hour limit due to operational demands, staffing shortages, public service
11 obligations, and the inability of agencies to approve leave without disrupting
12 essential government functions.

13 *I Liheslaturan Guåhan* further finds that the forfeiture of lawfully earned
14 annual leave may unfairly penalize employees who were unable to use such leave
15 because of agency needs and workforce limitations.

1 *I Liheslaturan Guåhan* further finds that a one-time transfer of accumulated
2 annual leave in excess of three hundred twenty (320) hours into accumulated sick
3 leave would provide a practical remedy by reducing excessive annual leave balances,
4 protecting employees from large-scale forfeiture, and allowing government agencies
5 to restore compliance with existing leave laws.

6 Therefore, it is the intent of *I Liheslaturan Guåhan* to authorize a one-time
7 transfer of accumulated annual leave in excess of three hundred twenty (320) hours
8 into accumulated sick leave, while preserving the existing annual leave
9 accumulation limit and maintaining long-term accountability for future leave
10 management.

11 **Section 2.** A new Subsection (c)(3) is added to § 4109 of Chapter 4, Title 4,
12 Guam Code Annotated, to read as follows:

13 “(3) One-Time Transfer of Excess Annual Leave. Notwithstanding
14 Paragraphs (1) and (2) of this Subsection, any eligible employee of the government
15 of Guam who, as of the effective date of this Act, has accumulated annual leave in
16 excess of three hundred twenty (320) hours shall have all such excess annual leave
17 transferred and credited to the employee’s accumulated sick leave.

18 The transfer authorized by this Paragraph shall be a one-time transfer only and
19 shall apply only to annual leave lawfully accrued and reflected in the employee’s
20 official leave record as of the effective date of this Act, and shall not apply to annual
21 leave earned after the effective date of this Act.

22 The Department of Administration, and each autonomous agency, public
23 corporation, branch, department, agency, instrumentality, or entity of the
24 government of Guam responsible for maintaining employee leave records, shall
25 complete the transfer authorized by this Paragraph no later than ninety (90) days
26 after the effective date of this Act.

1 Beginning with the next fiscal year following the completion of the one-time
2 transfer authorized by this Paragraph, annual leave accumulation, transfer,
3 forfeiture, and crediting to accumulated sick leave shall be governed by Paragraph
4 (1) of this Subsection.

5 Nothing in this Paragraph shall authorize lump sum compensation, cash
6 payment, or retirement credit for annual leave in excess of three hundred twenty
7 (320) hours, nor shall it create any continuing right to transfer excess annual leave
8 into accumulated sick leave beyond the one-time transfer authorized herein.”

9 **Section 3. Rules and Implementation.** The Director of Administration
10 may issue any necessary administrative guidance, forms, procedures, or personnel
11 instructions to implement this Act.

12 Each autonomous agency, public corporation, branch, department, agency,
13 instrumentality, or entity of the government of Guam responsible for maintaining
14 employee leave records shall comply with the implementation requirements of this
15 Act and shall coordinate with the Department of Administration as necessary.

16 **Section 4. Severability.** If any provision of this Act or its application to any
17 person or circumstance is found to be invalid or inorganic, such invalidity shall not
18 affect the other provisions or applications of this Act that can be given effect without
19 the invalid provision or application, and to this end the provisions of this Act are
20 severable.

21 **Section 5. Effective Date.** This Act shall be effective upon enactment.