

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
210-38 (COR)	Telo T. Taitague Sabina Flores Perez	AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1 CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATIONS TO OF RULES AND REGULATIONS FOR THEIMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FARINESS ACT.	10/16/25 12:24 p.m.	10/23/25	Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement.	Request: 10/23/25 11/4/25	11/5/25 2:00 p.m.	12/23/25	



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

November 25, 2025

The Honorable Frank F. Blas Jr.
Speaker

I Mina'trentai Ocho na Liheslaturan Guåhan
Guam Congress Building
163 Chalan Santo Papa
Hagåtña, Guam 96910

VIA: Honorable Vice Speaker V. Anthony Ada
Chairperson, Committee on Rules

RE: Committee Report on Bill No. 210-38 (COR) - As Amended

Buenas yan Håfa adai, Speaker Blas,

Transmitted herewith is the Committee Report on Bill No. 210-38 (COR), As amended by the Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections and Retirement- Introduced by Telo T. Taitague and Sabina F. Perez, - "AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT."

Committee votes are as follows:

Table with 2 columns: Vote Count and Action. Row 1: 5 TO DO PASS. Row 2: 0 TO NOT PASS. Row 3: 1 TO REPORT OUT ONLY. Row 4: 0 TO ABSTAIN. Row 5: 0 TO PLACE IN INACTIVE FILE.



COMMITTEE ON RULES

RECEIVED:

November 25, 2025 12:30 p.m.
Marie Crisostomo

Revisions Received:
December 19, 2025 12:14 p.m.

Sincerely,

Signature of Telo T. Taitague
TELO T. TAITAGUE
Senator



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
Affairs, Technology, Justice, Elections, and Retirement

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I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

COMMITTEE REPORT

BILL NO. 210-38 (COR), *AS AMENDED*

SPONSORED BY:

Tel T. Taitague and Sabina F. Perez

***“AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1,
CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE
RULES AND REGULATIONS, RELATIVE TO THE
DEPARTMENT OF LABOR PROMULGATION OF RULES
AND REGULATIONS FOR THE IMPLEMENTATION AND
ENFORCEMENT OF PUBLIC LAW 36-118, THE “PREGNANT
WORKERS FAIRNESS ACT.”***



OFFICE OF SENATOR
Telo T. Taitague
CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
Affairs, Technology, Justice, Elections, and Retirement

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(671) 989-8356
senatortelot@gmail.com

I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

November 24, 2025

MEMORANDUM:

TO: All Members
*Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
Affairs, Technology, Justice, Elections, and Retirement*

FROM: Senator Telo T. Taitague
Committee Chairperson

SUBJECT: Committee Report on Bill No. 210-38 (COR)- As Amended

Transmitted herewith for your consideration is the Committee Report on **Bill No. 210-38 (COR), As Amended - Introduced by Telo T. Taitague – “AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE “PREGNANT WORKERS FAIRNESS ACT.”**

This report includes the following:

- Copy of COR Referral of Bill No. 210-38 (COR)
- Notice of Public Hearing
- Public Hearing Agenda
- Public Hearing Sign-in Sheet
- Written Testimonies and Additional Documents
- Committee Vote Sheet and E-mails
- Committee Report Digest
- Copy of Bill No. 210-38 (COR), As Introduced
- Copy of Bill No. 210-38 (COR), As Amended
- Copy of Bill No. 210-38 (COR), with Committee Markup
- Copy of Fiscal Note from the Bureau of Budget & Management Research

Please take the appropriate action on the attached vote sheet. Your attention to this matter is greatly appreciated. Should you have any questions or concerns, please do not hesitate to contact me.

Si Yu'os ma'åse'!

Senator Telo T. Taitague - Chairperson




COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson
I Mina'trentai Ocho Na Liheslaturan Guåhan
38th Guam Legislature

October 23, 2025

To: **Rennae V. C. Meno**
Clerk of the Legislature

Attorney Darleen Hiton
Legislative Legal Counsel

From: **Vice Speaker V. Anthony Ada** 
Chairperson, Committee on Rules

Subject: **Referral of Bill No. 210-38 (COR)**

Håfa Adai,

As per my authority as Chairperson of the Committee on Rules and subject to §6.01(d)(1), Rule VI of our Standing Rules, I am forwarding the referral of **Bill No. 210-38 (COR)** – Telo T. Taitague, Sabina Flores Perez.– “AN ACT TO *ADD* A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE “PREGNANT WORKERS FAIRNESS ACT.”

Please ensure that the subject bill is referred to the Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement chaired by Senator Telo T. Taitague. I also request that the same be copied to the Prime Sponsor of the subject bill and to Management Information Services (MIS) for posting on our website.

A copy of the bill is available on our legislative website.

Should you have any questions or concerns, please feel free to contact Kamarin Nelson, Committee on Rules Director at 671-472-2461.





Dylan Clymer <senatortelot.dylan@gmail.com>

FIRST NOTICE of Public Hearing – Wednesday, November 5, 2025 at 2:00 p.m.

1 message

Senator Telo Taitague <senatortelot@gmail.com>

Tue, Oct 28, 2025 at 12:44 PM

To: phnotice@guamlegislature.gov

Cc: Ed Pocaigue <sgtarms@guamlegislature.gov>

Bcc: senatortelot.dylan@gmail.com

October 28, 2025

MEMORANDUM**To:** All Senators, Stakeholders and Media**From:** Senator Telo T. Taitague, Chairperson**Subject:** **FIRST NOTICE of Public Hearing – Wednesday, November 5, 2025 at 2:00 p.m.***Håfa Adai!*

Please be advised that the *Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections, and Retirement* will conduct a public hearing on **Wednesday, November 5, 2025 at 2:00 p.m.**, in the Guam Congress Building, Public Hearing Room. The Committee will hear and accept testimonies on the following agenda items:

- I. **BILL NO. 210-38 (COR)** - TELO T. TAITAGUE/SABINA FLORES PEREZ - "AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT."

If you are interested in participating in the Public Hearing to provide testimony, please contact the Office of Senator Telo T. Taitague at senatortelot@gmail.com or call (671) 989-8356. Testimony and other documents related to the agenda items can be viewed at: [Public Hearing Folder - Wednesday, November 5, 2025, at 2:00pm](#). The drive file is updated as testimony is received.

In compliance with the Americans with Disabilities Act (ADA), individuals requiring assistance or accommodation, including virtual attendance via Zoom, should contact the Office of Senator Telo T. Taitague at (671) 989-8356 or email senatortelot@gmail.com .

The hearing will broadcast on local television, GTA Channel 21, Docomo Channel 117, and stream online via *I Liheslaturan Guåhan's* live feed on YouTube <https://www.youtube.com/@GuamLegislatureMedia/streams>. A recording of the hearing will be

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Public Notice Portal.

Si Yu'os Ma'åse,

Create a Great Day!

Senator Telo T. Taitague

38th Guam Legislature

Chairperson

**Committee on Economic Investment, Military Buildup, Regional Relations, Technology,
Regulatory Affairs, Justice, Elections, and Retirement**

Suite 407 DNA Building

[238 Archbishop Flores St.](#)

[Hagatna, Guam 96910](#)

Tel: (671) 989-8356

Email: senatortelot@gmail.com

2 attachments



First Notice of Public Hearing- Wednesday, November 5, 2025, 2_00PM.pdf

521K



Bill No. 210-38 (COR).pdf

1493K



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

October 28, 2025

MEMORANDUM

To: All Senators, Stakeholders and Media

From: Senator Telo T. Taitague, Chairperson

Subject: **FIRST NOTICE of Public Hearing – Wednesday, November 5, 2025 at 2:00 p.m.**

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FIRST NOTICE of Public Hearing – Wednesday, November 5, 2025 at 2:00 p.m.

FIRST NOTICE of Public Hearing – Wednesday, November 5, 2025 at 2:00 p.m.

PUBLIC HEARING

 **Posted on:** 10/28/2025 12:40 PM

 **Posted by:** Charissa Manibusan, committee Director

 **Public Hearing Date:** 11/05/2025 02:00 PM

 **Department(s):** [GUAM LEGISLATURE \(/notices?department_id=92\)](/notices?department_id=92)

 **Division(s):** [OFFICE OF SENATOR TELO TAITAGUE \(/notices?division_id=282\)](/notices?division_id=282)

 **Notice Topic(s):** [PUBLIC HEARING \(/notices?topic_id=74\)](/notices?topic_id=74)

 **Types of Notice:** [PUBLIC HEARING \(/notices?type_id=7\)](/notices?type_id=7)

 **For Audience(s):** [PUBLIC \(/notices?public=1\)](/notices?public=1)

 [Share this notice](#)



October 28, 2025

MEMORANDUM

To: All Senators, Stakeholders and Media
From: Senator Telo T. Taitague, Chairperson
Subject: **FIRST NOTICE of Public Hearing – Wednesday, November 5, 2025 at 2:00 p.m.**

Håfa Adai!

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I.

BILL NO. 210-38 (COR)

([https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20210-38%20\(COR\).pdf](https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20210-38%20(COR).pdf)) - TELO T. TAITAGUE/SABINA FLORES PEREZ - "AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT."

If you are interested in participating in the Public Hearing to provide testimony, please contact the Office of Senator Telo T. Taitague at senatortelot@gmail.com (<mailto:senatortelot@gmail.com>) or call (671) 989-8356. Testimony and other documents related to the agenda items can be viewed at: **Public Hearing Folder - Wednesday, November 5, 2025, at 2:00pm.** (https://drive.google.com/drive/folders/1zyXMpFTp0QUkAaUgUB4EvG9VtF0Dn6jP?usp=drive_link) The drive file is updated as testimony is received.

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PO BOX 368, HAGATNA, GUAM 96932
 T. +1 671.637.KUAM
 F. +1 671.637.9865

New Order	Revised/Add-On	Info. Update
Office of Senator Telo Taitague - 38th Guam		
Advertiser Name	Legislature	
Address	Suite 407 DNA Bldg; 238 Archbishop Flores St. Hagatna, Guam 96910	
Point of Contact	Charissa Manibusan	

Order Number	_____
Order Entry Date	_____
Customer PO #	2638PO003
Product Code	_____
RECEIVABLES ACCOUNT	
<input checked="" type="checkbox"/> Cash	<input type="checkbox"/> Trade <input type="checkbox"/> Other
ORDER DESCRIPTION	
PRODUCTION INFORMATION	
Cart #	Title: Length:

FOR INTERNAL PURPOSES ONLY		Media Consultant	Christie SA
Notary Required	YES <input type="checkbox"/> <input checked="" type="checkbox"/> NO	Billing	Per Spot <input type="checkbox"/> Package <input checked="" type="checkbox"/> Trade <input type="checkbox"/>

Station	Inc Acct	Rate	Start Date	End Date	AbsTime/Prog. Event	Length	Spot Type	Cart #	M	T	W	TH	F	SA	SU	Per Wk	Total #	Total \$
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KUAM TV

1x :15 Second Commercial on TV8 or TV11 from 7am - 5:59pm - First Notice **(Air date:10/28/25)**
 1x :15 Second Commercial on TV8 or TV11 from 7am - 5:59pm - First Notice (KUAM Match)
 1x :15 Second Commercial on TV8 or TV11 from 7am - 5:59pm - Second Notice **(Air date: 11/01/25)**
 1x :15 Second Commercial on TV8 or TV11 from 7am - 5:59pm - Second Notice (KUAM Match)
 1x :15 Second TV Production (text and music bed only)

Contract for Public Hearing on November 5, 2025; 1st and 2nd Notice

MONTHLY TOTALS										SPECIAL INSTRUCTIONS						ORDER TOTALS					
Jan	_____	Feb	_____	Mar	_____	Apr	_____	May	_____	June	_____							Total Spots	_____	PKG	_____
July	_____	Aug	_____	Sep	_____	Oct	_____	Nov	500	Dec	_____							Total Dollars	\$	500.00	

TV COMMERCIAL FORMAT: We ask that all commercials be formatted to originate in HD 1920x1080 and conform to a 4x3 pillar for Title Safe dimensions for graphics. These will be downconverted on our SD channels. Should a commercial spot be produced in SD, it should be formatted in 720x486 DI format resolution and will be upconverted on HD Channels (DOCOMO 608 and 611).

RESTRICTIONS: 48-hour deadline is KUAM's quality control to ensure that your advertisement airing meets the highest standards. If there is a rush, KUAM is not responsible for quality and standard concerns on behalf of the client.

PAYMENT IS DUE UPON RECEIPT OF NOTICE. In the event of cancellation of this contract prior to its scheduled expiration date and/or failure to remit payment of invoice[s] within 60 days of invoice date, all spots that have run prior to the cancellation date and/or schedules adhered to will be billed at the Rate Card. Client understands and agrees that a finance charge of 10% per month shall accrue on all accounts remaining unpaid one [1] month after invoice date. Client agrees to pay a USD\$25.00 service fee per returned check. There will be a 5% surcharge for all credit card transactions. If payment is not made as required, KUAM may, its option, without notice or demand payment, declare Client's credit account in default, in which case Client's entire balance[s] that are due and payable will be forwarded for collection. Client agrees to accept all consequences and to pay all costs, including attorney's fees, court fees, court costs and other expenses incurred as deemed necessary by KUAM to settle the account.

NON DISCRIMINATION CLAUSE: KUAM/Pacific Telestations, LLC does not discriminate on the basis of race or ethnicity in the placement, scheduling and completion of purchase of advertising. Any order for advertising that includes any such restriction will not be accepted.

Manibusan
 ACCEPTED BY CLIENT

Christie San Agustin
 ACCEPTED BY STATION



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations,
Regulatory Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

NOTICE OF PUBLIC HEARING

Guam Legislature, Public Hearing Room
Wednesday, November 5, 2025 at 2:00 p.m.

AGENDA

The Committee will hear and accept testimony on the following:

I. Bill No. 210-38 (COR)- Introduced by Telo T. Taitague, Sabina Flores Perez- "AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT."



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations,
Regulatory Affairs, Technology, Justice, Elections, and Retirement

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238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
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I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

If you are interested in participating in the Public Hearing to provide testimony, please

contact the Office of Senator Telo T. Taitague via electronic mail at

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<https://www.youtube.com/@GuamLegislatureMedia/streams>. A recording of the hearing
will be available online via Guam Legislature Media on YouTube after the hearing.

This ad is paid for by legislature funds.



Dylan Clymer <senatortelot.dylan@gmail.com>

SECOND NOTICE of Public Hearing – Wednesday, November 5, 2025 at 2:00 p.m.

1 message

Senator Telo Taitague <senatortelot@gmail.com>

Sat, Nov 1, 2025 at 8:36 PM

To: phnotice@guamlegislature.gov

Cc: Ed Pocaigue <sgtarms@guamlegislature.gov>

November 1, 2025

MEMORANDUM

To: All Senators, Stakeholders and Media

From: Senator Telo T. Taitague, Chairperson

Subject: SECOND NOTICE of Public Hearing – Wednesday, November 5, 2025 at 2:00 p.m.

Håfa Adai!

Please be advised that the *Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections, and Retirement* will conduct a public hearing on Wednesday, November 5, 2025 at 2:00 p.m., in the Guam Congress Building, Public Hearing Room. The Committee will hear and accept testimonies on the following agenda items:

- I. BILL NO. 210-38 (COR) - TELO T. TAITAGUE/SABINA FLORES PEREZ - "AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT."

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Government of Guam Public Notice Portal.

Si Yu'os Ma'åse,

Create a Great Day!

Senator Telo T. Taitague

38th Guam Legislature

Chairperson

Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement

Suite 407 DNA Building

[238 Archbishop Flores St.](#)

[Hagatna, Guam 96910](#)

Tel: (671) 989-8356

Email: senatortelot@gmail.com

2 attachments



Second Notice of Public Hearing- Wednesday, November 5, 2025, 2_00PM.docx.pdf

514K



Bill No. 210-38 (COR)-3.pdf

1493K



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

November 1, 2025

MEMORANDUM

To: All Senators, Stakeholders and Media

From: Senator Telo T. Taitague, Chairperson

Subject: **SECOND NOTICE of Public Hearing – Wednesday, November 5, 2025 at 2:00 p.m.**

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SECOND NOTICE of Public Hearing – Wednesday, November 5, 2025 at 2:00 p.m.


 PRINT

SECOND NOTICE of Public Hearing – Wednesday, November 5, 2025 at 2:00 p.m.

PUBLIC HEARING

 **Posted on:** 11/01/2025 08:15 AM

 **Posted by:** Charissa Manibusan, Committee Director

 **Public Hearing Date:** 11/05/2025 02:00 PM


 **Department(s):** GUAM LEGISLATURE (/notices?department_id=92)

 **Division(s):** OFFICE OF SENATOR TELO TAITAGUE (/notices?division_id=282)

 **Notice Topic(s):** PUBLIC HEARING (/notices?topic_id=74)

 **Types of Notice:** PUBLIC HEARING (/notices?type_id=7)

 **For Audience(s):** PUBLIC (/notices?public=1)

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November 1, 2025

MEMORANDUM

To: All Senators, Stakeholders and Media

From: Senator Telo T. Taitague, Chairperson

Subject: **SECOND NOTICE of Public Hearing – Wednesday, November 5, 2025 at 2:00 p.m.**

Håfa Adai!

Please be advised that the *Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections, and Retirement* will conduct a public hearing on **Wednesday, November 5, 2025 at 2:00 p.m.**, in the Guam Congress Building, Public Hearing Room. The Committee will hear and accept testimonies on the following agenda items:

I.

BILL NO. 210-38 (COR) ([https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20210-38%20\(COR\).pdf](https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20210-38%20(COR).pdf))
- TELO T. TAITAGUE/SABINA FLORES PEREZ - "AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT."

If you are interested in participating in the Public Hearing to provide testimony, please contact the Office of Senator Telo T. Taitague at senatortelot@gmail.com (<mailto:senatortelot@gmail.com>) or call (671) 989-8356. Testimony and other documents related to the agenda items can be viewed at: **Public Hearing Folder - Wednesday, November 5, 2025, at 2:00pm.** (https://drive.google.com/drive/folders/1zyXMPFTp0QUkAaUgUB4EvG9VtF0Dn6jP?usp=drive_link) The drive file is updated as testimony is received.

In compliance with the Americans with Disabilities Act (ADA), individuals requiring assistance or accommodation, including virtual attendance via Zoom, should contact the Office of Senator Telo T. Taitague at (671) 989-8356 or email senatortelot@gmail.com (<mailto:senatortelot@gmail.com>).

The hearing will broadcast on local television, GTA Channel 21, Docomo Channel 117, and stream online via *Liheslaturan Guåhan*'s live feed on YouTube <https://www.youtube.com/@GuamLegislatureMedia/streams> (<https://www.youtube.com/@GuamLegislatureMedia/streams>). A recording of the hearing will be available online via the Guam Legislature Media YouTube Channel after the hearing. Notices for this public hearing are published on KUAM TV, and the Government of Guam Public Notice Portal.



Senator Telo Taitague <senatortelot@gmail.com>

Invitation to provide testimony on Bill No. 210-38 (COR)

Senator Telo Taitague <senatortelot@gmail.com>

27 October 2025 at 11:56

To: info@alliedhrguam.com

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>

October 27, 2025

Transmitted via Electronic**Mail**President Ambrosio Constantino
Allied Human Services
info@alliedhrguam.com**Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.***Håfa adai*, President
Constantino,

The Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement has scheduled a public hearing on **Wednesday, November 5, 2025 at 2:00 p.m.** in the **Public Hearing Room, Guam Congress Building** on the following agenda items:

1. **BILL NO. 210-38 (COR)**-AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT."

I respectfully invite you or a designated representative to participate in the public hearing, to provide valuable feedback and recommendations. Written testimony may be submitted and will be made part of the official record. If possible, please submit written testimony via email to senatortelot@gmail.com by **12:00 p.m. on Tuesday, November 4, 2025** to ensure timely distribution to committee members.

Your participation helps the Committee ensure that proposed legislation reflects the needs and concerns of our island community. Please contact me via email or at (671) 989-8356 should you have any questions. *Si Yu'os ma'åse'* for your time and engagement.

Kindest regards,

Si Yu'os Ma'åse,***Create a Great Day!****Senator Telo T. Taitague*
38th Guam Legislature

Chairperson

**Committee on Economic Investment, Military Buildup, Regional Relations, Technology,
Regulatory Affairs, Justice, Elections, and Retirement**

Suite 407 DNA Building
238 Archbishop Flores St.
Hagatna, Guam 96910
Tel: (671) 989-8356
Email: senatortelot@gmail.com

2 attachments



Invitation to Allied Human Services for PH on 11.5.2025.pdf
268K



Bill No. 210-38 (COR).pdf
1493K



OFFICE OF SENATOR
Telo T. Taitague
CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

October 27, 2025

Transmitted via Electronic Mail

President Ambrosio Constantino
Allied Human Services
info@alliedhrguam.com

Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.

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Kindest regards,

TELO T. TAITAGUE
Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

Office of the Attorney General of Guam Invitation to provide testimony on Bill No. 210-38 (COR)

1 message

Senator Telo Taitague <senatortelot@gmail.com>

27 October 2025 at 17:08

To: Douglas Moylan <dbmoylan@oagguam.org>

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>

October 27, 2025

Transmitted via Electronic**Mail**

Hon. Douglas Moylan, Attorney General

Office of the Attorney General of Guam

dbmoylan@oagguam.org**Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.***Håfa adai*, Attorney General
Moylan,

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Kindest regards,

TELO T. TAITAGUE

Chairperson

Si Yu'os Ma'åse,

Create a Great Day!

Senator Telo T. Taitague

38th Guam Legislature

Chairperson

**Committee on Economic Investment, Military Buildup, Regional Relations, Technology,
Regulatory Affairs, Justice, Elections, and Retirement**

Suite 407 DNA Building

238 Archbishop Flores St.

Hagatna, Guam 96910

Tel: (671) 989-8356

Email: senatortelot@gmail.com

2 attachments



Bill No. 210-38 (COR).pdf

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Invitation to AOG for PH on 11.5.2025.pdf

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OFFICE OF SENATOR
Telo T. Taitague
CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
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Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

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October 27, 2025

Transmitted via Electronic Mail

Hon. Douglas Moylan, Attorney General
Office of the Attorney General of Guam
dbmoylan@oagguam.org

Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.

Håfa adai, Attorney General Moylan,

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Kindest regards,

TELO T. TAITAGUE
Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

Catholic Social Service Invitation to provide testimony on Bill No. 210-38 (COR)

1 message

Senator Telo Taitague <senatortelot@gmail.com>

27 October 2025 at 17:12

To: info@cssguam.org

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>

October 27, 2025

Transmitted via Electronic Mail

Executive Director Diana B. Calvo
Catholic Social Service
info@cssguam.org

Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.

Håfa adai, Executive Director
Calvo,

The Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement has scheduled a public hearing on **Wednesday, November 5, 2025 at 2:00 p.m.** in the **Public Hearing Room, Guam Congress Building** on the following agenda items:

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Kindest regards,

TELO T. TAITAGUE
Chairperson

Si Yu'os Ma'åse,

Create a Great Day!

Senator Telo T. Taitague

38th Guam Legislature

Chairperson

**Committee on Economic Investment, Military Buildup, Regional Relations, Technology,
Regulatory Affairs, Justice, Elections, and Retirement**

Suite 407 DNA Building

238 Archbishop Flores St.


Hagatna, Guam 96910

Tel: (671) 989-8356

Email: senatortelot@gmail.com

2 attachments

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 **Bill No. 210-38 (COR).pdf**
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OFFICE OF SENATOR
Telo T. Taitague
CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
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(671) 989-8356
senatortelot@gmail.com

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October 27, 2025

Transmitted via Electronic Mail

Executive Director Diana B. Calvo
Catholic Social Service
info@cssguam.org

Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.

Håfa adai, Executive Director Calvo,

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Kindest regards,

TELO T. TAITAGUE
Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

Famalao'an Rights Invitation to provide testimony on Bill No. 210-38 (COR)

1 message

Senator Telo Taitague <senatortelot@gmail.com>

27 October 2025 at 12:00

To: famalaoanrights@gmail.com

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>

October 27, 2025

Transmitted via Electronic Mail

Director Maria Dolojan

Famalao'an Rights

famalaoanrights@gmail.com**Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.***Håfa adai*, Director Dolojan,

The Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement has scheduled a public hearing on **Wednesday, November 5, 2025 at 2:00 p.m.** in the **Public Hearing Room, Guam Congress Building** on the following agenda items:

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Si Yu'os Ma'åse,***Create a Great Day!***

Senator Telo T. Taitague

38th Guam Legislature

Chairperson

Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement

Suite 407 DNA Building

238 Archbishop Flores St.

Hagatna, Guam 96910

Tel: (671) 989-8356

Email: senatortelot@gmail.com

2 attachments



Bill No. 210-38 (COR).pdf

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Invitation to Famalao'an Rights for PH on 11.5.2025.pdf

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OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
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Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

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October 27, 2025

Transmitted via Electronic Mail

Director Maria Dolojan
Famalao'an Rights
famalaoanrights@gmail.com

Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.

Håfa adai, Director Dolojan,

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Kindest regards,

TELO T. TAITAGUE
Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

Guam Bar Association Invitation to provide testimony on Bill No. 210-38 (COR)

1 message

Senator Telo Taitague <senatortelot@gmail.com>

27 October 2025 at 17:14

To: ADMIN DESK <info@terlajelaw.com>

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>

October 27, 2025

Transmitted via Electronic Mail

President Jacqueline Terlaje

Guam Bar Association

info@terlajelaw.com

Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.

Håfa adai, President Terlaje,

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Chairperson

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Create a Great Day!

Senator Telo T. Taitague

38th Guam Legislature

Chairperson

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Suite 407 DNA Building

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Bill No. 210-38 (COR).pdf

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Invitation to GBA for PH on 11.5.2025.pdf

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OFFICE OF SENATOR
Telo T. Taitague
CHAIRWOMAN

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I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

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Transmitted via Electronic Mail

President Jacqueline Terlaje
Guam Bar Association
info@terlajelaw.com

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TELO T. TAITAGUE
Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

Guam Department of Labor Invitation to provide testimony on Bill No. 210-38 (COR)

1 message

Senator Telo Taitague <senatortelot@gmail.com>

27 October 2025 at 12:03

To: David Dellisola <david.dellisola@dol.guam.gov>

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>

October 27, 2025

Transmitted via Electronic**Mail**Director David Dell'Isola
Guam Department of Labor
david.dellisola@dol.guam.gov**Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.***Håfa adai*, Director David Dell'Isola

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38th Guam Legislature

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Hagatna, Guam 96910

Tel: (671) 989-8356

Email: senatortelot@gmail.com

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OFFICE OF SENATOR
Telo T. Taitague
CHAIRWOMAN

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senatortelot@gmail.com

I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

October 27, 2025

Transmitted via Electronic Mail

Director David Dell'Isola
Guam Department of Labor
david.dellisola@dol.guam.gov

Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.

Håfa adai, Director David Dell'Isola

The Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement has scheduled a public hearing on **Wednesday, November 5, 2025 at 2:00 p.m.** in the **Public Hearing Room, Guam Congress Building** on the following agenda items:

1. **BILL NO. 210-38 (COR)**-AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT."

I respectfully invite you or a designated representative to participate in the public hearing, to provide valuable feedback and recommendations. Written testimony may be submitted and will be made part of the official record. If possible, please submit written testimony via email to senatortelot@gmail.com by **12:00 p.m. on Tuesday, November 4, 2025** to ensure timely distribution to committee members.

Your participation helps the Committee ensure that proposed legislation reflects the needs and concerns of our island community. Please contact me via email or at (671) 989-8356 should you have any questions. *Si Yu'os ma'åse'* for your time and engagement.

Kindest regards,

TELO T. TAITAGUE
Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

Guam Women's Chamber of Commerce Guam Women's Chamber of Commerce

1 message

Senator Telo Taitague <senatortelot@gmail.com>

27 October 2025 at 12:05

To: Guam Women's Chamber of Commerce <connect@guamwomenschamber.com>

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>

October 27, 2025

Transmitted via Electronic**Mail**President Dena Rendon-Pangelinan
Guam Women's Chamber of Commerce
connect@guamwomenschamber.com**Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.***Håfa adai*, President Rendon-Pangelinan,

The Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement has scheduled a public hearing on **Wednesday, November 5, 2025 at 2:00 p.m.** in the **Public Hearing Room, Guam Congress Building** on the following agenda items:

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Kindest regards,

Si Yu'os Ma'åse,***Create a Great Day!****Senator Telo T. Taitague*
38th Guam Legislature

Chairperson**Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement**

Suite 407 DNA Building
238 Archbishop Flores St.
Hagatna, Guam 96910
Tel: (671) 989-8356
Email: senatortelot@gmail.com

2 attachments**Bill No. 210-38 (COR).pdf**

1493K

**Invitation to Guam Women's Chamber of Commerce for PH on 11.5.2025.pdf**

269K



OFFICE OF SENATOR
Telo T. Taitague
CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

October 27, 2025

Transmitted via Electronic Mail

President Dena Rendon-Pangelinan
Guam Women's Chamber of Commerce
connect@guamwomenschamber.com

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Kindest regards,

TELO T. TAITAGUE
Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

Guam Women's Club Invitation to provide testimony on Bill No. 210-38 (COR)

1 message

Senator Telo Taitague <senatortelot@gmail.com>

27 October 2025 at 12:07

To: theguamwomensclub@gmail.com

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>

October 27, 2025

Transmitted via Electronic

Mail

President Joiz Salas

Guam Women's Club

theguamwomensclub@gmail.com

Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.

Håfa adai, President Salas,

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Kindest regards,

Si Yu'os Ma'åse,

Create a Great Day!

Senator Telo T. Taitague

38th Guam Legislature

Chairperson

**Committee on Economic Investment, Military Buildup, Regional Relations, Technology,
Regulatory Affairs, Justice, Elections, and Retirement**

Suite 407 DNA Building
238 Archbishop Flores St.
Hagatna, Guam 96910
Tel: (671) 989-8356
Email: senatortelot@gmail.com

2 attachments



Invitation to Guam Womens Club for PH on 11.5.2025.pdf
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Bill No. 210-38 (COR).pdf
1493K



OFFICE OF SENATOR
Telo T. Taitague
CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
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senatortelot@gmail.com

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October 27, 2025

Transmitted via Electronic Mail

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Guam Women's Club
theguamwomensclub@gmail.com

Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.

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Kindest regards,

TELO T. TAITAGUE
Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

Guam Bureau of Women's Affairs Invitation to provide testimony on Bill No. 210-38 (COR)

1 message

Senator Telo Taitague <senatortelot@gmail.com>

27 October 2025 at 12:09

To: info.bwa@guam.gov

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>

October 27, 2025

Transmitted via Electronic**Mail**

Director Jayne Flores

Guam Bureau of Women's Affairs

info.bwa@guam.gov**Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.***Håfa adai*, Director Flores,

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Senator Telo T. Taitague

38th Guam Legislature

Chairperson

**Committee on Economic Investment, Military Buildup, Regional Relations, Technology,
Regulatory Affairs, Justice, Elections, and Retirement**

Suite 407 DNA Building

238 Archbishop Flores St.

Hagatna, Guam 96910

Tel: (671) 989-8356

Email: senatortelot@gmail.com

2 attachments



Bill No. 210-38 (COR).pdf

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OFFICE OF SENATOR
Telo T. Taitague
CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

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October 27, 2025

Transmitted via Electronic Mail

Director Jayne Flores
Guam Bureau of Women's Affairs
info.bwa@guam.gov

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Kindest regards,

TELO T. TAITAGUE
Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

National Association of Social Workers Invitation to provide testimony on Bill No. 210-38 (COR)

1 message

Senator Telo Taitague <senatortelot@gmail.com>

27 October 2025 at 17:16

To: nasw.action@gmail.com

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>

October 27, 2025

Transmitted via Electronic MailExecutive Director Cori Aguon
National Association of Social Workers
nasw.action@gmail.com**Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.***Håfa adai*, Executive Director
Aguon,

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TELO T. TAITAGUE
Chairperson

Si Yu'os Ma'åse,

Create a Great Day!

Senator Telo T. Taitague

38th Guam Legislature

Chairperson

**Committee on Economic Investment, Military Buildup, Regional Relations, Technology,
Regulatory Affairs, Justice, Elections, and Retirement**

Suite 407 DNA Building

238 Archbishop Flores St.

Hagatna, Guam 96910

Tel: (671) 989-8356

Email: senatortelot@gmail.com

2 attachments



Bill No. 210-38 (COR).pdf

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Invitation to NASW for PH on 11.5.2025.pdf

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OFFICE OF SENATOR
Telo T. Taitague
CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

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October 27, 2025

Transmitted via Electronic Mail

Executive Director Cori Aguon
National Association of Social Workers
nasw.action@gmail.com

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Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

Neechuumeres: Chuukese Women of Guam Invitation to provide testimony on Bill No. 210-38 (COR)

1 message

Senator Telo Taitague <senatortelot@gmail.com>

27 October 2025 at 12:12

To: neechuumeresing Guam@gmail.com

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>

October 27, 2025

Transmitted via Electronic**Mail**

President Nedine Songeni

Neechuumeres: Chuukese Women of Guam

neechuumeresing Guam@gmail.com**Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.***Håfa adai*, President Songeni,

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38th Guam Legislature

Chairperson

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Suite 407 DNA Building

238 Archbishop Flores St.

Hagatna, Guam 96910

Tel: (671) 989-8356

Email: senatortelot@gmail.com

2 attachments



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Invitation to Neechuumeres for PH on 11.5.2025.pdf

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CHAIRWOMAN

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senatortelot@gmail.com

I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

October 27, 2025

Transmitted via Electronic Mail

President Nedine Songeni
Neechuumeres: Chuukese Women of Guam
neechuumeresinguam@gmail.com

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Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

Okada Managing Consulting Services Invitation to provide testimony on Bill No. 210-38 (COR)

1 message

Senator Telo Taitague <senatortelot@gmail.com>

27 October 2025 at 12:16

To: lo@okadaconsulting.com

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>

October 27, 2025

Transmitted via Electronic**Mail**

President Lorraine Okada
Okada Managing Consulting Services
lo@okadaconsulting.com

Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.*Hafa adai*, President Okada,

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38th Guam Legislature

Chairperson

Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement

Suite 407 DNA Building

238 Archbishop Flores St.

Hagatna, Guam 96910

Tel: (671) 989-8356

Email: senatortelot@gmail.com

2 attachments



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Invitation to Okada Consulting Services for PH on 11.5.2025.pdf

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OFFICE OF SENATOR
Telo T. Taitague
CHAIRWOMAN

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I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

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Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

Pacific Human Resource Services Invitation to provide testimony on Bill No. 210-38 (COR)

1 message

Senator Telo Taitague <senatortelot@gmail.com>

27 October 2025 at 12:18

To: info@phrsguam.com

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>

October 27, 2025

Transmitted via Electronic Mail

CEO Anna Marie Toves

Pacific Human Resource Services
info@phrsguam.com**Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.***Håfa adai*, CEO Toves,

The Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement has scheduled a public hearing on **Wednesday, November 5, 2025 at 2:00 p.m.** in the **Public Hearing Room, Guam Congress Building** on the following agenda items:

1. [BILL NO. 210-38 \(COR\)](#)-AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT."

I respectfully invite you or a designated representative to participate in the public hearing, to provide valuable feedback and recommendations. Written testimony may be submitted and will be made part of the official record. If possible, please submit written testimony via email to senatortelot@gmail.com by **12:00 p.m. on Tuesday, November 4, 2025** to ensure timely distribution to committee members.

Your participation helps the Committee ensure that proposed legislation reflects the needs and concerns of our island community. Please contact me via email or at (671) 989-8356 should you have any questions. *Si Yu'os ma'åse'* for your time and engagement.

Si Yu'os Ma'åse,***Create a Great Day!****Senator Telo T. Taitague*

38th Guam Legislature

Chairperson

**Committee on Economic Investment, Military Buildup, Regional Relations, Technology,
Regulatory Affairs, Justice, Elections, and Retirement**

Suite 407 DNA Building

238 Archbishop Flores St.

Hagatna, Guam 96910

Tel: (671) 989-8356

Email: senatortelot@gmail.com

2 attachments



Invitation to PHRS for PH on 11.5.2025.pdf

268K



Bill No. 210-38 (COR).pdf

1493K



OFFICE OF SENATOR
Telo T. Taitague
CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

October 27, 2025

Transmitted via Electronic Mail

CEO Anna Marie Toves
Pacific Human Resource Services
info@phrsguam.com

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Håfa adai, CEO Toves,

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Kindest regards,

TELO T. TAITAGUE
Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

Society for Human Resources Management Guam Invitation to provide testimony on Bill No. 210-38 (COR)

1 message

Senator Telo Taitague <senatortelot@gmail.com>

27 October 2025 at 12:21

To: shrm.guam.chapter@gmail.com

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>

October 27, 2025

Transmitted via Electronic**Mail**

President Vincent C. Camacho
Society for Human Resources Management Guam
shrm.guam.chapter@gmail.com

Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.*Håfa adai*, President Camacho,

The Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement has scheduled a public hearing on **Wednesday, November 5, 2025 at 2:00 p.m.** in the **Public Hearing Room, Guam Congress Building** on the following agenda items:

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Kindest regards,

Si Yu'os Ma'åse,***Create a Great Day!***

Senator Telo T. Taitague
38th Guam Legislature

Chairperson**Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement**

Suite 407 DNA Building
238 Archbishop Flores St.
Hagatna, Guam 96910
Tel: (671) 989-8356
Email: senatortelot@gmail.com

2 attachments**Invitation to SHRM PH on 11.5.2025.pdf**

268K

**Bill No. 210-38 (COR).pdf**

1493K



OFFICE OF SENATOR
Telo T. Taitague
CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
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I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

October 27, 2025

Transmitted via Electronic Mail

President Vincent C. Camacho
Society for Human Resources Management Guam
shrm.guam.chapter@gmail.com

Subject: Invitation to Public Hearing- Wednesday November 5, 2025 at 2:00 p.m.

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Kindest regards,

TELO T. TAITAGUE
Chairperson



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations,
Regulatory Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
238 Archbishop Flores St.
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(671) 989-8356
senatortelot@gmail.com

I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

PUBLIC HEARING AGENDA

Wednesday, November 5, 2025 at 2:00 p.m.

Guam Congress Building, Public Hearing Room

The Committee will hear and accept testimony on the following:

- I. **Bill No. 210-38 (COR)** – *Introduced by Telo T. Taitague* - AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE “PREGNANT WORKERS FAIRNESS ACT.”

If you are interested in participating in the Public Hearing to provide testimony, please contact the Office of Senator Telo T. Taitague via electronic mail at senatortelot@gmail.com or call (671) 989-8356.

In compliance with the Americans with Disabilities Act (ADA), individuals requiring assistance of accommodation should contact the Office of Senator Telo T. Taitague at (671) 989-8356 or email senatortelot@gmail.com.

The hearing will broadcast on local television, GTA Channel 21, Docomo Channel 117, and stream online via *I Liheslaturan Guåhan's* live feed on YouTube <https://www.youtube.com/@GuamLegislatureMedia/streams>. A recording of the hearing will be available online via Guam Legislature Media on YouTube after the hearing.



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

PUBLIC HEARING SIGN-IN SHEET

Wednesday, November 5, 2025, 2:00 P.M.
Public Hearing Room, Guam Congress Building

BILL NO. 210-38 (COR) - Telo T. Taitague - "AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT."

NAME:	AGENCY/ ORGANIZATION	POSITION	TESTIMONY	CONTACT INFORMATION
1. David Dell'Isola	GDOL	SUPPORT <input checked="" type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input checked="" type="checkbox"/> ORAL <input type="checkbox"/>	475-7000
2. Jeff Sakdon	DOC	SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	806-4544
3. Sien Suarez	GDOL	SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	300-4544
4.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
5.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
6.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
7.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
8.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
9.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
10.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections, and Retirement

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 2238 Archbishop Flores St.
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I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

PUBLIC HEARING SIGN-IN SHEET

Wednesday, November 5, 2025, 2:00 P.M.

Public Hearing Room, Guam Congress Building

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NAME:	AGENCY/ ORGANIZATION	POSITION	TESTIMONY	CONTACT INFORMATION
1. <i>Janela Carrera</i>	<i>GDOL</i>	SUPPORT <input checked="" type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	<i>671- [REDACTED]</i>
2.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
3.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
4.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
5.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
6.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
7.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
8.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
9.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
10.		SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	



BUREAU OF WOMEN'S AFFAIRS



LOURDES A. LEON GUERRERO
Governor of Guam

JOSHUA F. TENORIO
Lieutenant Governor of Guam

JAYNE T. FLORES
Director

November 5, 2025

Senator Telo T. Taitague
38th Guam Legislature
Chairperson, Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement
Suite 407 DNA Building
238 Archbishop Flores St.
Hagatna, Guam 96910
Via email: senatortelot@gmail.com

Hafa Adai Senator Taitague and Committee Members,

The Bureau of Women's Affairs supports the intent of Bill 210-38, AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT."

BWA strongly supported P.L. 36-118, to enable pregnant women to continue working and not be harassed for simply being pregnant, which is a natural and essential state of life.

We applaud the intent of Bill 210-38, which outlines the rules and regulations pertinent to P.L. 36-118; however we suggest that this bill simply needs to state the following:

"I Liheslaturan Guahan hereby adopts the rules and regulations, as promulgated by the Guam Department of Labor pursuant to Section 3806 of Chapter 3, Title 22 Guam Code Annotated, and attached as Exhibit A. Such adopted rules and regulations may be amended hereafter in accordance with the Administrative Adjudication Law."

The rules and regulations as promulgated by the Guam Department of Labor would be attached to the bill as an exhibit. We believe this language is all that is needed to properly adopt the rules and regulations governing P.L. 36-118, rather than amending the Guam Administrative Rules and Regulations itself.

Si Yu'os Ma'ase,

Jayne Flores
Director, Bureau of Women's Affairs



DEPARTMENT OF
LABOR

DIPATTAMENTON HOMOTNÁT • David M. Dell'Isola, Director • Gerard A. Toves, Deputy Director

Lourdes A. Leon Guerrero
Governor

Joshua F. Tenorio
Lieutenant Governor

November 5, 2025

Honorable Telo Taitague
Chairperson
Committee on Economic Investment, Military Buildup, Regional Relations,
Technology, Regulatory Affairs, Justice, Elections, and Retirement
I Mina'trentai Ocho Na Liheslaturan Guåhan
DNA Building, Suite 407
238 Archbishop Flores St.
Hagåtña, Guam 96910

Håfa adai Senator Taitague:

Thank you for holding this public hearing on the proposed administrative rules for Public Law 36-118, the Pregnant Workers Fairness Act (PWFA). We would like to take this opportunity recognize you, as our Oversight Chair, for the quick scheduling of this hearing. We also would like to extend our appreciation to Senator Tina Muña Barnes for authoring the PWFA which will help many individuals in the future.

After the passage of the PWFA, we immediately began work on these rules as well as the development of public awareness materials, including posters, outreach initiatives, and labor clinics to educate Guam's business and government communities.

On November 20, 2023, the Guam Department of Labor (GDOL) held a public hearing to receive input from the general public prior to the finalization of the draft Administrative Rules. However, no one was in attendance and no written testimony was received. On December 6, 2023, we submitted the draft rules for review, in accordance with the Administrative Adjudication Act process, to the Attorney General's Office. On August 21, 2025, we received feedback from the Attorney General's Office approving our draft. After making minor amendments to the draft, we subsequently submitted the agency record for review to the Governor's Office on September 2, 2025, and received approval on September 11, 2025. Guam DOL has completed all the prerequisites mandated in the promulgation process and has properly submitted our record to the Legislature for action.

Mailing Address: P.O. Box 9970 • Tamuning, Guam 96931
Physical Address: 414 West Soledad Avenue • Suite 808, GCIC Building • Hagåtña, Guam 96910
Telephone: (671) 475-7044/7036 • **Facsimile:** (671) 475-6811
American Job Center: (671) 475-7000/1
Website: dol.guam.gov • hireguam.com



americanjobcenter
GUAM

We believe that our draft rules are sufficient to enable the fair and equitable implementation of the PWFA statute for both employers and pregnant workers who may need accommodations while they work through the often difficult period of pregnancy and child birth.

However, to properly adopt the rules and regulations as promulgated by GDOL rather than amending the Guam Administrative Rules and Regulations, we recommend the bill be revised to state:

"I Liheslaturan Guåhan hereby adopts the rules and regulations, as promulgated by the Guam Department of Labor pursuant to Section 3806 of Chapter 3, Title 22 Guam Code Annotated, and attached as Exhibit A. Such adopted rules and regulations may be amended hereafter in accordance with the Administrative Adjudication Law."

We are eager to begin this very worthwhile program and respectfully request that the Legislature consider expediting the consideration of this bill and the recommended language so that we can finally launch this initiative and extend its full benefits to Guam's pregnant workers and their families.

Once again, *si Yu'os ma'åse'* for the opportunity to testify. We stand ready to answer any questions you or the panel may have.

Sincerely,



DAVID DELL'ISOLA
Director





Lorraine Okada

MANAGING CONSULTING SERVICES

lo@okadaconsulting.com 671 [REDACTED]

146 Tiyan Place
Barrigada, Guam 96913
www.okadaconsulting.com

November 5, 2025

Senator Telo T. Taitague

38th Guam Legislature

Chairperson

Committee on Economic Investment, Military Buildup, Regional Relations, Technology,
Regulatory Affairs, Justice, Elections, and Retirement

Suite 407 DNA Building
238 Archbishop Flores St.
Hagatna, Guam 96910
Tel: (671) 989-8356
Email: senatortelot@gmail.com

Testimonial: In support of Bill - 210-38 (COR)

Honorable Senator Telo Taitague,

My name is Lorraine S Okada, President/Owner of Okada Managing Consulting Services a human resources consulting business. I reside in 146 Tiyan Place, Barrigada, born and raised in Guam.

I am in full support of Bill 210-38, *AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT."*

I strongly support this bill which enables the Guam Department of Labor to implement and enforce Public Law 36-118—the "Pregnant Workers Fairness Act." This legislation is vital for translating policy into enforceable rules that protect pregnant workers from discrimination and promote workplace equity.

By establishing clear administrative regulations, Bill 210-38 provides legal clarity for employers, reduces liability, and ensures consistent standards across workplaces. It supports women's health and economic security by requiring reasonable accommodation, helping pregnant employees remain in the workforce without compromising their well-being.

This bill promotes inclusivity, combats bias, and safeguards income and health benefits for working women—many of whom are primary breadwinners. I urge its passage to strengthen protections for Guam's workforce and families.



Lorraine Okada

MANAGING CONSULTING SERVICES

lo@okadaconsulting.com 671 [REDACTED]

146 Tiyan Place

Barrigada, Guam 96913

www.okadaconsulting.com

Bill 210-38 will affect employers and employees in Guam in relation to the Pregnant Workers Fairness Act. This Bill:

- **Promotes Workplace Equality and Inclusivity:** It puts women on a more equal footing in the workforce by recognizing their unique, yet temporary, needs and ensuring they can continue to contribute to the economy. This helps combat the "pregnancy penalty" and supports an inclusive workplace culture that values employees during significant life events.
- **Combats Discrimination:** The legislation prohibits explicit discrimination, such as refusing to hire, firing, or denying promotions to individuals because of pregnancy, childbirth, or related medical conditions. It also targets less obvious forms of bias, like relying on stereotypes about a pregnant woman's commitment to her job.
- **Protect Health and Safety:** It ensures pregnant workers are not forced to choose between a healthy pregnancy and their job by requiring employers to provide medically necessary accommodation (e.g., more frequent breaks, light duty, a stool for sitting). This reduces health risks for both the parent and the fetus, such as miscarriage, stillbirth, or premature birth, often associated with physically demanding work without accommodations.
- **Ensures Economic Security:** By providing accommodations and preventing forced unpaid leave or termination, the Act helps women, many of whom are primary or co-breadwinners, maintain their income and health insurance when they need it most. This helps prevent financial hardship and reliance on social services.

I commend your dedication to advancing meaningful legislation. Please know that your work has not gone unnoticed, and I stand in support of this important initiative.

Thank you again for your service and advocacy.

Respectfully,

Lorraine S Okada, President/Owner

Okada Managing Consulting Services



EMPLOYEE RIGHTS UNDER THE GUAM FAMILY AND MEDICAL LEAVE ACT

22 GCA. Chapter 3. Article 6.

LEAVE ENTITLEMENTS

Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth of a child or placement of a child for adoption or foster care
- To care for a child (leave must be taken within one year of the child's birth or placement)
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition
- For the employee's own qualifying serious health condition
- Death of a family member of the employee
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

BEREAVEMENT LEAVE

Eligible employees are entitled up to a total of fourteen (14) calendar days of family leave upon the death of each family member.

- Employers may require a death certificate or obituary
- "Family member" means the spouse of an employee, parent of an employee, the child of an employee, the sibling of an employee, or a person within one degree of consanguinity or affinity

BENEFITS AND PROTECTIONS

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

ELIGIBILITY REQUIREMENTS

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for more than 12 months
- Have a minimum of 1,000 hours of service in the 12 months before taking leave
- Work for an employer who directly employs 20 or more employees in Guam

REQUESTING LEAVE

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

EMPLOYER RESPONSIBILITIES

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify employees if leave will be designated as FMLA leave, and identify the amount of FMLA leave assigned.

For additional information or to file a complaint:

(671) 300-4601 / 2 or (671) 475-7024

Email: wage.questions@dol.guam.gov
Website: dol.guam.gov/compliance/whd

Guam Department of Labor
Wage and Hour Division
414 West Soledad Ave.
Suite 802, GCIC Building



Fair Chances Hiring Process Act

22 GCA Ch. 6 (P.L. 34-22)

TO JOB APPLICANTS AND EMPLOYEES

Employers with more than 15 employees are **REQUIRED** to post an FCHPA notice in a conspicuous location.

- THE LAW** The Fair Chances Hiring Process Act requires employers to follow strict rules regarding the use of arrest and conviction records in hiring and employment decisions.
- COVERAGE** The law covers job applicants and employees who would be or are performing work in Guam, and applies to employers who **employ more than 15 employees**.
- EXEMPTION** FCHPA *Shall not apply*: **1) where any federal or local law or regulation requires the consideration of an applicant's criminal history for the purpose of employment; 2) to any position designated by the employer as part of a federal or local government position or obligation that is designed to encourage the employment of those with criminal histories; or 3) to any position which requires that employee to work in close proximity of or provides programs, services, or direct care to minors.**
- EMPLOYERS:** *Shall not* request that a **police clearance or court clearance** be provided as part of an application for employment unless they have first made a conditional offer of employment.
- Shall not* make **any inquiry** about, or require the disclosure of, an applicant's arrest record or criminal case which resulted in a dismissal, expungement, sealing, or non-conviction.
- Shall not* make **reference** to any requirement for Police and/or Court Clearance in a job advertisement, job posting, interview, or by any other means, prior to extending a conditional offer of employment.
- After a conditional offer of employment, an employer may only withdraw the conditional offer to an applicant based on a **legitimate business reason**.
- If an applicant's conditional offer is terminated or an adverse action is taken against an applicant as a result of a pending criminal case or criminal history, **an applicant may request** that the employer provide **within 30 days**:
- 1) Copies of all records used in considering the applicant or employee, including criminal records, and
 - 2) A written Statement of Denial which:
 - a. Articulates a legitimate business reason for withdrawal of conditional job offer;
 - b. Specifically demonstrates consideration of mandated factors;
 - c. Advises the applicant of their right to file an administrative complaint with Guam Department of Labor.
 - 3) Failure to provide a written Statement of Denial upon request shall create a rebuttable presumption that no legitimate reason exists for denying the applicant's employment or taking an adverse action against an employee on the basis of a criminal history.

If you need more information or wish to report an employer that you believe has violated this law, please contact the GDOL FEPA Office at (671)300-4544/4612 or (671)475-7037



Guam Department of Labor
414 West Soledad Ave.
Suite 400, GCIC Building
Hagatna, GU 96910



Scan for DOL's Website

Fair Employment Practice Division
Phone: (671)300-4544 or 475-7037
Email: dol-fepa@dol.guam.gov
Website: dol.guam.gov or
dol.guam.gov/compliance/fepd/



PREGNANT WORKERS FAIRNESS ACT

22 GCA Ch. 3 Article 8 (P.L. 36-118)

Employers with more than 15 employees are **REQUIRED** to post an PWFA notice in a conspicuous location.

THE LAW AND COVERAGE

Be Ready! P.L. 36-118, The Pregnant Workers Fairness Act has been passed into law. Therefore, the law requires employers to eliminate discrimination and promote women's health and economic security by ensuring workplace accommodations for workers whose ability to perform the functions of a job are limited by Pregnancy or Childbirth.

The law covers the following:

- (1) Any person who directly employs fifteen (15) or more persons to perform services for a wage or salary; or
- (2) The government of Guam, and any governmental entity, department, agency, commission, instrumentality, or public corporation, but excluding the United States Government.

EMPLOYERS

It's unlawful:

- ✿ for any employer to refuse to make reasonable accommodations to the known limitations related to the pregnancy or childbirth of an employee, unless the employer can demonstrate the accommodation would impose undue hardship;
- ✿ to require an employee affected by pregnancy or childbirth to accept an accommodation other than a reasonable accommodation;
- ✿ to deny employment opportunities to an individual if such denial is based on the need of the employer to make reasonable accommodations to the known limitations related to pregnancy or childbirth;
- ✿ to require an employee to take leave, whether paid or unpaid, if another reasonable accommodation can be provided to known limitations related to the pregnancy or childbirth of the employee;
- ✿ to take adverse action in terms, conditions, or privileges of employment against an employee on account of the employee requesting or using a reasonable accommodation to the known limitations related to the pregnancy or childbirth of the employee.

REASONABLE ACCOMODATIONS

The adjustments, modifications, or changes made in an environment, policies, practices, or procedures to ensure that individuals with disabilities can fully participate in programs, services, or activities. To enable an individual with a disability to participate in the application process or to perform essential job functions.

These accommodations are intended to provide equal opportunities, access, and full inclusion within the workplace.

PENALTIES

Under P.L. 36-118, The Department is authorized to issue the following penalties for the violation of this Act: (1) Up to One Thousand Dollars (\$1,000.00) for the first offense; and (2) Up to Two Thousand Dollars (\$2,000.00) but not less than One Thousand Dollars (\$1,000.00) for subsequent offenses.

If you need more information or wish to report an employer that you believe has violated this law, please contact the GDOL FEPD Office at (671)300-4544/4612 or (671)475-7037



Guam Department of Labor
414 West Soledad Ave.
Suite 808 (8th Floor), GCIC Building
Hagatna, GU 96910
Website: dol.guam.gov



Scan for DOL's Website

Fair Employment Practice Division
Phone: (671)300-4544/4612 or 475-7037
Email: dol-fepd@dol.guam.gov
Website: dol.guam.gov/compliance/fepd



*This compliance poster is mandated by rules and regulations and is subject to change or interpretation.
Please consult with our website or FEPD staff for specifics regarding this poster.*



OFFICE OF SENATOR
Telo T. Taitague
 CHAIRWOMAN

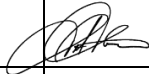
Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
 Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
 2238 Archbishop Flores St.
 Hagatna, Guam 96910
 (671) 989-8356
 senortelot@gmail.com

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COMMITTEE VOTE SHEET

Bill No. 210-38 (COR) – Telo T. Taitague and Sabina F. Perez- “AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE “PREGNANT WORKERS FAIRNESS ACT.”

COMMITTEE MEMBERS	SIGNATURE/ DATE SIGN	TO DO PASS	TO NOT PASS	TO REPORT OUT ONLY	TO ABSTAIN	TO PLACE IN INACTIVE FILE
Senator Telo T. Taitague Chairperson	 11.24.25	✓				
Senator Darrel Christopher Barnett Vice Chairperson	Evote: 11.24.25	✓				
Senator Sabina F. Perez Member	Evote: 11.25.25	✓				
Senator Therese M. Terlaje Member	Evote: 11.24.25	✓				
Senator Shelly V. Calvo Member	Evote: 11.24.25	✓				
Speaker Frank F. Blas, Jr. Member	Evote: 11.24.25			✓		



Senator Telo Taitague <senatortelot@gmail.com>

REQUEST FOR E-VOTE: BILL NO. 210-38 (COR) AS AMENDED

6 messages

Senator Telo Taitague <senatortelot@gmail.com>

24 November 2025 at 13:43

To: Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.gov>, Senator Therese Terlaje <senatorterlajeguam@gmail.com>, "Speaker Frank Blas, Jr." <speakerblas@guamlegislature.gov>, Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>, Office of Senator Sabina Perez <office.senatorperez@guamlegislature.gov>, Senator Telo Taitague <senatortelot@gmail.com>

Cc: Charissa Manibusan <senatortelot.charissa@gmail.com>, Rowena Fejeran <senatortelot.rowena@gmail.com>

Håfa Adai Committee Members,

Please see the attached Committee Report on **Bill No. 210-38 (COR), As Amended-** Introduced by Telo T. Taitague and Sabina Flores Perez- "AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT.""

Please indicate your preferred action, based on the following options:

_____ TO DO PASS;
 _____ TO NOT PASS;
 _____ TO REPORT OUT ONLY;
 _____ TO ABSTAIN;
 _____ TO PLACE IN INACTIVE FILE

Please submit your response **ASAP**. Your responses will be logged into the Committee Vote Sheet for **Amended Bill No. 210-38 (COR)**. Should you have any questions, please do not hesitate to contact our office.

Si Yu'os Ma'åse,***Si Yu'os Ma'åse,******Create a Great Day!****Senator Telo T. Taitague*

38th Guam Legislature

Chairperson**Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement**

Suite 407 DNA Building

238 Archbishop Flores St.

Hagatna, Guam 96910

Tel: (671) 989-8356

Email: senatortelot@gmail.com

Committee Report on Bill No. 210-38 (COR) As Amended_Routing 11.24.25.pdf

9809K

Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.gov>

24 November 2025 at 13:59

To: Senator Telo Taitague <senatortelot@gmail.com>

Cc: Senator Therese Terlaje <senatorterlajeguam@gmail.com>, "Speaker Frank Blas, Jr." <speakerblas@guamlegislature.gov>, Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>, Office of Senator Sabina Perez <office.senatorperez@guamlegislature.gov>, Charissa Manibusan <senatortelot.charissa@gmail.com>, Rowena Fejeran <senatortelot.rowena@gmail.com>

Hafa Adai,

To do pass.

Si Yu'us Ma'ase

[Quoted text hidden]

--

**The Office of Senator Chris Barnett***I Mina'trentai Ocho Na Liheslaturan Guåhan*Suite 202 · Calvo- Arriola Building · 259 Martyr St. · Hagåtña, Guam 96910
(671)969-3586 · malafunkshun@guamlegislature.gov

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Speaker Frank Blas Jr. <speakerblas@guamlegislature.gov>

24 November 2025 at 15:33

To: Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.gov>

Cc: Senator Telo Taitague <senatortelot@gmail.com>, Senator Therese Terlaje <senatorterlajeguam@gmail.com>, Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>, Office of Senator Sabina Perez <office.senatorperez@guamlegislature.gov>, Charissa Manibusan <senatortelot.charissa@gmail.com>, Rowena Fejeran <senatortelot.rowena@gmail.com>

To Report Out Only

Judy Shockley

Office Administrator

**Office of Speaker Frank F. Blas, Jr.***I Mina'trentai Ocho na Liheslaturan Guåhan* 38th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagåtña

(671)969-6456

speakerblas@guamlegislature.gov

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[Quoted text hidden]

Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

24 November 2025 at 16:01

To: Senator Telo Taitague <senatortelot@gmail.com>

Cc: Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.gov>, Senator Therese Terlaje <senatorterlajeguam@gmail.com>, "Speaker Frank Blas, Jr." <speakerblas@guamlegislature.gov>, Office of Senator Sabina Perez <office.senatorperez@guamlegislature.gov>, Charissa Manibusan <senatortelot.charissa@gmail.com>, Rowena Fejeran <senatortelot.rowena@gmail.com>

Hafa Adai,

To Do Pass.

Respectfully,



Office of the People • Senator Shelly V. Calvo

Majority Whip & Chairwoman

Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation & Hagåtña Restoration

38th Guam Legislature

163 Chalan Santo Papa, Hagåtña, Guam 96910

T +1 (671) 989-5682

E officeofsenatorshellycalvo@guamlegislature.gov

On Mon, Nov 24, 2025 at 1:44 PM Senator Telo Taitague <senatortelot@gmail.com> wrote:

[Quoted text hidden]

Senator Therese M. Terlaje <senatorterlajeguam@gmail.com>

24 November 2025 at 16:23

To: Senator Telo Taitague <senatortelot@gmail.com>

Cc: Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.gov>, "Speaker Frank Blas, Jr." <speakerblas@guamlegislature.gov>, Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>, Office of Senator Sabina Perez <office.senatorperez@guamlegislature.gov>, Charissa Manibusan <senatortelot.charissa@gmail.com>, Rowena Fejeran <senatortelot.rowena@gmail.com>

Håfa Adai,

To do Pass.

Si Yu'os Ma'åse',



Office of Speaker Therese M. Terlaje

Committee on Health, Land, Justice, and Culture

I Mina'trentai Siette na Liheslaturan Guåhan 37th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910

☎ (671) 472-3586

✉ senatorterlajeguam@gmail.com

🌐 www.senatorterlaje.com

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On Mon, Nov 24, 2025 at 1:44 PM Senator Telo Taitague <senatortelot@gmail.com> wrote:

[Quoted text hidden]

Office Senator Perez <office.senatorperez@guamlegislature.gov>

25 November 2025 at 09:51

To: Senator Telo Taitague <senatortelot@gmail.com>

Cc: Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.gov>, Senator Therese Terlaje <senatorterlajeguam@gmail.com>, "Speaker Frank Blas, Jr." <speakerblas@guamlegislature.gov>, Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>, Charissa Manibusan <senatortelot.charissa@gmail.com>, Rowena Fejeran <senatortelot.rowena@gmail.com>

To do pass.

On Mon, Nov 24, 2025 at 1:44 PM Senator Telo Taitague <senatortelot@gmail.com> wrote:

[Quoted text hidden]



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senortelot@gmail.com

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COMMITTEE REPORT DIGEST

I. OVERVIEW

Bill No. was introduced on Thursday, October 16, 2025, by Senator Telo T. Taitague was referred by the Committee on Rules to the Committee on *Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement*, on Thursday, October 23, 2025. The Committee convened a public hearing on Wednesday November 5, 2025 at 2:00 p.m. in the Guam Congress Building, Public Hearing Room.

Public Notice Requirement:

In compliance with Open Government Law, a five (5) day public notice of this hearing was published on Tuesday, October 28, 2025 and a forty-eight (48) hour notice was published on Saturday, November 1, 2025, on KUAM-TV and on the Guam Public Notice Website. Notices were also sent to all senators, and all main media broadcasting outlets via email on the same dates.

Senators Present:

Senator Telo Taitague, Chairperson
Senator Shelly Calvo, Member

Appearing Before the Senate Panel:

Guam Department of Labor David Dell'Issola
Jeff Sablan, Fair Employment Practices Officer and FEPA Administrator
Sien Suarez Labor Enforcement Specialist I

Written Testimony Submitted:

Director Dave Dell'Isolla, Guam Department of Labor
Director Jayne Flores, Bureau of Women's Affairs

Committee Report Digest- Bill No. 210-38 (COR)

Public Hearing held- Friday, November 5, 2025, 2:00 p.m.

YouTube Link: <https://www.youtube.com/watch?v=1ISqYpG0MTQ>

President Lorraine Okada, Okada Managing and Consulting Services

- II. SUMMARY OF TESTIMONY & DISCUSSION:** The Public Hearing was Called-to-Order at 2:00 PM, Bill No. 210 (COR) “AN ACT ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE “PREGNANT WORKERS FAIRNESS ACT,” was the only item on the agenda.

SENATOR TELO TAITAGUE, CHAIRPERSON: *Bueñas yan Háfa Adai.* This public hearing is now called to order and the time is 2:00 p.m., Wednesday, November 5, 2025. This hearing is conducted by myself, *Senadora* Telo Taitague, Chairwoman of the Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Election, and Retirement.

To comply with the Open Government Law, notices of this hearing were published on KUAM and the Government of Guam’s Public Notice Portal on Tuesday, October 28, 2025, and a second notice on Saturday, November 1, 2025. The notice of this hearing was also disseminated to all senators and media via email and is available on the Guam Legislature’s website.

I would like to recognize those who are here in person. The Department of Labor is here as well, thank you so much for being here, and welcome to the People’s House. I would also like to mention to any of my colleagues who may join us later that I have provided all my colleagues with a copy of the legislation and documents received ahead of this hearing. These can be accessed through the Google Drive link published on the public hearing notice and were also emailed to the senators in advance. For the listening public, you can access the Google Drive link on the Government of Guam Public Notice Portal at notices.guam.gov, or on the Guam Legislature’s website at guamlegislature.gov. If you need assistance, please feel free to call the Legislature at (671) 472-3465.

Before we begin, I’d like to set a few rules for this public hearing: when speaking, please make sure to speak directly into the microphone. For the record, please state your name, position, and who you represent. I ask those testifying today to please stay seated for any questions from myself or my colleagues, and you will be excused afterward. I respectfully ask that we conduct ourselves professionally and respect each other’s opinions. No pulling hair, no biting. Those who do not comply with these rules will be removed from the room and prohibited from further participation.

On the agenda this morning is Bill No. 210-38 (COR), introduced by myself, Senator Telo T. Taitague, “An Act to Add a New Article 3 to Division 1, Chapter 6, Title 17 of the Guam Administrative Rules and Regulations Relative to the Department of Labor Promulgation of Rules and Regulations for the Implementation and Enforcement of Public Law 36-118, the “Pregnant Workers Fairness Act.”

We received a fiscal note from BBMR, and they issued a fiscal note with the following comments. Based on comments received, the Department of Labor makes reference to its preliminary cost impact assessment dated May 4, 2022, noting a maximum positive impact of \$36,000 to the department. Additionally, the Guam Department of Labor has determined its personnel services cost impact at \$47,422.02, which equates to the annual salary of four investigators needed based on 25% of their time being allocated to enforcement of the Pregnant Workers Fairness Act. The Department of Labor further determined that the additional workload will



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

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not require additional staff, but that additional staff may be needed in future fiscal years, should violations happen. As such, the Department of Labor is unable to project an estimated fiscal impact until a historical baseline is established in future years.

Also noted that in Section 3804(h), Chapter 3, Title 22 of the Guam Code Annotated specifies that any penalty fines for violations be collected by the Department of Labor and deposited into the Manpower Development Fund (MDF) to be employed exclusively for training programs and enforcement operations within the Fair Employment Practice Office. The Bureau recommends that the identification and deposit of fines collected and deposited into the MDF be included in Section 6305, penalties of the proposed administrative rules and regulations for the Pregnant Workers Fairness Act. That was from BBMR.

I also sent this to our legal counsel for review. According to legal, they reviewed it during its introduction, and at this time, we have received no recommendations or proposed amendments. Public hearing invitations were sent to the following: the Office of the Attorney General, the Guam Bar Association, Catholic Social Services, the National Association of Social Workers, the Society for Human Resource Management Guam Chapter, Pacific Human Resources, Okada Management Consulting Services, Allied Human Services, the Guam Bureau of Women's Affairs, Famalao'an Rights the Guam Women's Chamber of Commerce, the Chuukese Women's Association, and the Guam Women's Club. We did our due diligence to reach out to the community to ensure this public hearing was open to anyone who wished to testify.

At this time, I'd like to open the discussion on the bill and then receive testimony afterward.

Håfa Adai, colleagues-- håfa adai to everyone who is listening, and to members of the public. Thank you for joining this public hearing. Today, I introduce Bill 210-38 on behalf of the Guam Department of Labor and also want to thank my colleague, Senator Perez for co-sponsoring this bill.

Bill 210-38 aims to formally codify into the Guam Administrative Rules and Regulations the procedures needed to implement and enforce the Pregnant Workers Fairness Act also known as Public Law 38-118. This landmark legislation, enacted in 2022, eliminates workplace discrimination and ensures reasonable accommodations for workers whose ability to perform job functions is limited by pregnancy, childbirth, or related medical conditions. Bill 210-38 (COR) outlines how the Guam Department of Labor will enforce these rules and regulations by one, establishing clear definitions of terms such as *reasonable accommodations*, *known limitations*, and *employer* for consistent enforcement. Second, lay out a complaint process allowing employees to file with the Department of Labor's Fair Employment Practice Division, including provisions for extensions due to medical reasons. Three, authorizing the Department of Labor to conduct inspections, request employer records, and coordinate with federal agencies when necessary.

Fourth, requiring conspicuous posting of workers' rights in workplaces and imposing civil penalties for noncompliance; also, providing a structured appeals process, administrative procedures, and civil remedies to ensure employees can seek relief for violations. Lastly, allowing petitions for creation or modification of rules and requiring the Department of Labor to respond within 60 days.

Committee Report Digest- Bill No. 210-38 (COR)

Public Hearing held- Friday, November 5, 2025, 2:00 p.m.

YouTube Link: <https://www.youtube.com/watch?v=1ISqYpG0MTQ>

Though we passed the Pregnant Workers Fairness Act in 2022, the Department of Labor has been unable to enforce it because the rules and regulations were not finalized until now. With Bill 210-38, we have the means to follow through on our commitment to support working mothers and families and ensure they are treated with dignity and fairness in the workplace.

I ask my colleagues for their support of this bill, which will grant the Department of Labor the full framework and authority to enforce the Pregnant Workers Fairness Act.

At this time, I'd like to recognize the Director of the Department of Labor, Mr. David Dell'Isola. Welcome. Also, Mr. Jeff Sablan, welcome and Mr. Sien Suarez from the Department of Labor. *Buenas yan hãfa adai* and thank you for being here. Mr. Director, I'll yield to you for your opening remarks and testimony. Please state your name for the record as well. Thank you. I also would like to recognize Janela for being here and for all the information and data you're putting out there. It's very transparent. I appreciate that and thank you.

DAVID DELL'ISOLA, DIRECTOR, GUAM DEPARTMENT OF LABOR: *Hãfa Adai*, David Dell'Isola, Director for Department of Labor. Honorable Telo Taitague, Chairwoman of the Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Election, and Retirement. *Hãfa Adai* Senator Taitague. Thank you for holding this public hearing on the proposed rules for Public Law 36-118, the Pregnant Workers Fairness Act (PWFA). We would like to recognize you as our oversight Chair and thank you for the prompt scheduling of this hearing. We also extend our appreciation to Senator Tina Muña Barnes for authorizing the PWFA, which will help many individuals in the future. After passage of the PWFA, we immediately began work on these rules as well as developing public awareness materials, including posters, outreach initiatives, and labor clinics to educate Guam's business and government communities.

On November 20, 2023, the Guam Department of Labor held a public hearing to receive input from the general public prior to finalizing the draft administrative rules. However, no one attended and no written testimony was received. On December 6, 2023, we submitted the draft rules for review to the Attorney General's Office in accordance with the Administrative Adjudication process to the Attorney General's office.

On August 21, 2025, we received feedback from the Attorney General's Office approving our draft. After making minor amendments, we submitted the agency record for review to the Governor's Office on September 2, 2025, and received approval on September 11, 2025. Guam DOL has completed all prerequisites mandates in the promulgation process and has properly submitted our record to the Legislature for action.

We believe that the draft rules are sufficient to enable fair and equitable implementation of the PWFA for both employers and pregnant workers who may need accommodation during pregnancy and childbirth. However, to properly adopt the rules and regulations as promulgated by GDOL rather than amending the administrative rules and regulations, we recommend the bill be revised to state: *"I Liheslaturan Guåhan hereby adopts the rules and regulations as promulgated by the Guam Department of Labor pursuant to Section 3806 of Chapter 3, Title 22, Guam Code Annotated, and attached as Exhibit A. Such adopted rules and regulations may be amended hereafter in accordance with the Administrative Adjudication Law."*

We are eager to begin this very worthwhile program and respectfully request that the Legislature expedite consideration of this bill and the recommended language so that we can finally launch this initiative and extend full benefits to Guam's pregnant workers and their families. Once again, *Si Yu'os ma'ãse'* for the opportunity to testify. We stand ready to answer any questions you or the panel may have. Sincerely, David Dell'Isola.



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

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SENATOR TELO TAITAGUE, CHAIRPERSON: Thank you so much, Director. Anyone else would like to speak?

JEFF SABLAN, FAIR EMPLOYMENT PRACTICE OFFICER, DEPARTMENT OF LABOR: Good afternoon, Senator Taitague and Senator Calvo. My name is Jeff Sablan, Fair Employment Practice Officer with the Guam Department of Labor's Fair Employment Division. I'd like to thank you for pushing this bill forward and ensuring that we do our due diligence to exercise and execute this vital act for all pregnant women working on the island and to ensure they have sound protection within our jurisdiction. I'm in favor of this bill. That is our job in our Division and I'm just looking forward to a positive passage of this bill.

SENATOR TELO TAITAGUE, CHAIRPERSON: Thank you, Mr. Sablan. Did you want to say something? Okay. I'd also like to recognize my colleague Senator Shelly Calvo. Thank you so much Senator for being here. I do have a couple questions to ask Mr. Sablan, since you oversee that department. Is there already a federal law governing Pregnancy Fairness Act in place right now federally, at the federal level, and does your department follow those guidelines?

JEFF SABLAN, FAIR EMPLOYMENT PRACTICE OFFICER, DEPARTMENT OF LABOR: Yes, at this moment there is federal legislation mandates out there. On Guam, this is a local mandate that we're doing different from the federal side, we do have a partnership with our federal counterparts, and we do exercise protection for pregnant women in the workforce. Based on that collaboration with our federal counterparts, we have been having successful investigations over the years prior to the PWFA being passed and we've been very fortunate to hear that there is local legislation that is going to be enforced locally on Guam. We have the best of both worlds in particular and we're very happy that we have one locally to move forward with the guidance of our federal counterparts as well.

SENATOR TELO TAITAGUE, CHAIRPERSON: That's good to know. It took a while for this bill to become law, and it's the thought of not being able to provide protections for pregnant women- it was disheartening. I do realize that there are other jurisdictions that have heavier penalties than the federal law like Puerto Rico is one of them, and CNMI has their own, American Samoa, and the U.S. Virgin Islands, but Puerto Rico being one of the stricter laws that have been put in place. Guam is moving in that direction as well, but there are some areas that I have to ask you that were not incorporated, and to maybe get your feedback if I can regarding individuals or let's say workers who have adopted a newborn or a child under five. Could these workers also qualify for some workplace accommodations like moderate working schedule conditions, time paid off for adopting children, especially with a medical issue, that they have for their newborn. How do we deal with that when there is someone who is having a newborn child adopted?

JEFF SABLAN, FAIR EMPLOYMENT PRACTICE OFFICER, DEPARTMENT OF LABOR: That's a good question, Senator. To my understanding the PWFA, that is dependent on the state jurisdiction based on their promulgated rules and how they govern. I don't see an issue with Guam adopting similar provisions. It's not stated in our current legislation. So, if that is something that we can revisit down the road then I think that can be enforced. But at this point it's clear on how the law states. That is something I can get guidance from our

Committee Report Digest- Bill No. 210-38 (COR)

Public Hearing held- Friday, November 5, 2025, 2:00 p.m.

YouTube Link: <https://www.youtube.com/watch?v=1ISqYpG0MTQ>

federal counterparts on the adoption of a child, does that cover the umbrella of PWFA across and can be implemented and enforced locally as well because of the language we have in place.

SENATOR TELO TAITAGUE, CHAIRPERSON: So you have no objection to this if we make an amendment to incorporate those who are adopting children or who have full guardianship over a baby or a child like that?

JEFF SABLAN, FAIR EMPLOYMENT PRACTICE OFFICER, DEPARTMENT OF LABOR: I have no objection.

SENATOR TELO TAITAGUE, CHAIRPERSON: Okay. That's good to hear. It might be during a markup meeting to make some incorporations. I also have another thing that's- because we researched the other jurisdictions on this particular pregnant women's worker scenario- and it's paid lactation breaks for up to one hour per workday or either breastfeed or pump milk for up to 12 months after an employee returns from maternity leave. We didn't notice that in the recommendations. How do you feel about that?

JEFF SABLAN, FAIR EMPLOYMENT PRACTICE OFFICER, DEPARTMENT OF LABOR: Okay. On that we had our discussion, a powwow before we came here. That is another mandate that we have locally under the "*Nāna yan Patgon Act*", Mother and Child Act. There is an existing Act out there that protects women that breastfeed, etc. That is something that we do have jurisdiction of, but I think it's under Public Health's mandate. That is another Act that is strictly under Public Health. But I think on the enforcement side we have that jurisdiction as well.

SENATOR TELO TAITAGUE, CHAIRPERSON: You do have the jurisdiction to allow if a mother needs to store breast milk.

JEFF SABLAN, FAIR EMPLOYMENT PRACTICE OFFICER, DEPARTMENT OF LABOR: If an employee wants to file a complaint they can file it with us.

SENATOR TELO TAITAGUE, CHAIRPERSON: Okay. But if we put it in this bill?

JEFF SABLAN, FAIR EMPLOYMENT PRACTICE OFFICER, DEPARTMENT OF LABOR: Then if you put it in this bill, then it gives more enforcement. It gives more enforcement, compliance and capability to us. Rather than you giving it to Public Health and them coming to us. We can collaborate with Public Health and try to mitigate it at whatever level.

SENATOR TELO TAITAGUE, CHAIRPERSON: That's good. I have a lot of friends that decide to go the natural way of feeding children. I did it myself. How about specific protections for a pregnant worker's position and employment while on leave? Oh, and by the way, the lactation break; look into that from Puerto Rico, just an FYI. The open one is specific protection of a pregnant worker's position and employment while on pregnancy or child birth related leave. Okay. I'm just going to skip over that cause I think we have that taken care of on the federal side. Also, consider a modified set of workplace accommodations for workers that have adopted and fostered a new born and children under the age. This is something that Puerto Rico also offered. Do you have any objection to considering a modified set of workplace accommodations for workers that again adopt or foster children under the age when they're still babies?



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
Affairs, Technology, Justice, Elections, and Retirement

Ste. 407 DNA Building
2238 Archbishop Flores St.
Hagatna, Guam 96910
(671) 989-8356
senatortelot@gmail.com

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JEFF SABLAN, FAIR EMPLOYMENT PRACTICE OFFICER, DEPARTMENT OF LABOR: At this time, I have no objection. That is something that we would need to review as far as the state of Puerto Rico and how they conduct its enforcement on PWFA.

SENATOR TELO TAITAGUE, CHAIRPERSON: Okay, there are a lot of great things. Even check out U.S. Virgin Islands has some great ideas. As well as CNMI, our brothers and sisters to the North. The last thing I have is based on your testimony regarding the section. However, to properly adopt the rules and regulation as promulgated as the Department of Labor rather than amending the rules and regulation we recommend the bill be revised as stated— Director, who provided you that recommendation.

DAVID DELL'ISOLA, DIRECTOR, GUAM DEPARTMENT OF LABOR: That came from Adelup at the legal office.

SENATOR TELO TAITAGUE, CHAIRPERSON: Okay, that's what I figured. So, what we have done because there is no exhibit. If you notice what you have provided us there is no exhibit. It has the definitions. It clearly creates article 3. Which is next from article 2 and then it discusses the definitions and goes into what you can and cannot do. There are no exhibits in this legislation. That's why I'm scratching my head saying, "what do they mean by that?" But, rest assured, just to be on the safe side we have contacted the Compiler of Law. I mean they're the ones who know how to put this together more than some attorneys. Some attorneys have one way to think and another way to think. There's 50 gazillion excuses they can use to move forward on the wrong or right way. Rest assured we will look into that. We have reached out to the Compiler of Law. Other than that, I'd like to turn it over to my good colleague Senator Calvo. If you have any questions or comments, please feel free.

SENATOR SHELLY CALVO: Thank you, Madam Chair. No questions, but I do want to let you know I commend the intent of this bill and thank the panel for your testimonies. I'm a woman, I'm a mother; so I do know that is something beneficial to women. Setting clear standards for reasonable accommodations for pregnancy and childbirth related issues is something that I will obviously support as the Oversight Chair for Women's Affairs. Thank you, Madam Chair, for the opportunity to say a little remark and thank you for your initiative and Senator Sabina's initiative over this bill. Thank you.

SENATOR TELO TAITAGUE, CHAIRPERSON: You're very welcome, Senator. Just to let you know we did receive testimony from the Bureau of Women's Affairs. Of course, they stand in support of it and also make a reference. That's why I figured the area in how to put this in the Guam Code Annotated was also referenced in the Bureau of Women's Affairs so I figured it came from Adeleup, but we will do our due diligence on that. Maybe during our markup meeting we are going to make some changes to what we talked about, but please feel free. This bill has not been ended when receiving testimony. So, if there is anyone that wants to provide testimony, please send it to my office. We will continue to accept written testimony on today's hearing within five business days and that means for you to as well. Feel free to provide any different changes based on the public hearing we had today. Now these testimonies can be mailed to my office at 238 Archbishop Flores Street, Suite 407, of DNA Building, Hagåtña. You may also send your written testimony to my office via email

Committee Report Digest- Bill No. 210-38 (COR)

Public Hearing held- Friday, November 5, 2025, 2:00 p.m.

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at senatortelo@gmail.com. Thank you all for your participation and for being here today. Create a great day. The time is now 2:29 p.m., record time. 2:29 p.m. and this public hearing is now adjourned.

Public Hearing Adjourned at: 2:29 P.M.

III. FINDINGS & RECOMMENDATIONS

The Committee finds that Bill No. 210-38 (COR) introduced by Senator Telo T. Taitague, on behalf of the Guam Department of Labor (GDOL), seeks to codify the rules and regulations of the Pregnant Workers Fairness Act (PWFA) by creating a new Article 3 in Division 1, Chapter 6, Title 17, to the Guam Administrative Rules and Regulations (GARR), pursuant to Public Law 36-118.

Bill 210-38 (COR), supports the right for pregnant workers to work and intends to implement and enforce the provisions outlined in Public Law 36-118 by creating the framework of the PWFA for the GDOL to implement and enforce as mandated by Public Law 36-118 which mandates employers provide reasonable accommodations to pregnant workers and do not discriminate against workers whose abilities to perform the functions of their job are limited or otherwise impacted by pregnancy, childbirth, or any other related medical condition.

David Dell'Isolla, Director of the Guam Department of Labor, provided both oral and written testimony in strong support of Bill 210-38. He suggested the following:

- Revision of Bill 210-38 (COR) to say: *I Legislaturan Guåhan* hereby adopts the rules and regulations as promulgated by the Guam Department of Labor pursuant to §3806 of Chapter 3, Title 22 GCA and attached as Exhibit A. Such adopted rules and regulations may be amended hereafter in accordance with the Administrative Adjudication Law.”

Jayne Flores, Director of the Guam Women’s Bureau of Affairs provided written testimony for the Bureau's support of Bill 210-38 (COR). In her written testimony, she recommended the following:

- Revision of the bill title to “*I Liheslaturan Guåhan* hereby adopts the rules and regulations, as promulgated by the Guam Department of Labor pursuant to §3806 of Chapter 3, Title 22 Guam Code Annotated.

During the Public Hearing, Chairperson Taitague noted that, based on Director Dell'Isolla’s testimony, there is no exhibit provided within Bill 210-38 as it clearly creates an Article 3. However, out of an abundance of caution, the Committee has contacted the Compiler of Law to consult with regarding Director Dell'Isolla’s suggestion. The Committee has, since then, confirmed with the Guam Legislature’s Legal Bureau that the current formatting of the bill is acceptable and does not need revision.

Lorraine Okada, president and CEO of Okada Management provided written testimony of the bill, noting that Bill 210-38 (COR) will ensure following:

- Promotes workplace quality and inclusivity by ensuring women’s unique but temporary needs created by pregnancy, childbirth, and other related conditions, do not prevent her from performing the functions required by her employer



OFFICE OF SENATOR

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Ste. 407 DNA Building
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- Combats discrimination by penalizing employers who may refuse to hire, fire, or deny promotions of workers due to pregnancy, childbirth and other related medical conditions.
- Protect health and safety: Ensures pregnant workers are not forced to choose between a healthy pregnancy and their job by requiring employers to provide medically necessary accommodations.
- Ensures Economic Security: By providing accommodations and preventing forced unpaid leave or termination, this act ensures pregnant workers can maintain their source of income and health insurance.

BBMR also provided a Fiscal Impact Note for this bill. According to BBMR, “[b]ased on comments received, the Guam DOL makes reference to its initial preliminary cost impact assessment dated May 4, 2022, which notes a maximum positive impact of \$36,000 to the department. Additionally, the Guam DOL has determined its personnel services cost impact at \$47,422.02 which equates to the salary for 4 investigators needed and based on the percentage of time targeted for the enforcement of the [PWFA] at 25%.” BBMR also stated that GDOL determined additional workload would require additional staff at this time but may need additional staff in the future fiscal years if PWFA violations increase. BBMR also recommended that §6304 of Bill 210-38 (COR) be revised to specify that the funds collected from PWFA violations are to be deposited into the Man Power Development Fund and are to be used exclusively for training programs and enforcement in the Fair Employment Practices Office pursuant to P.L. 36-118.

Chairperson Taitague inquired about the accommodations and protections for women returning from maternity leave not included in the PWFA such as paid lactation breaks for up to one hour per day for 12 months as well as workers who seek to adopt children. According to the Guam Department of Labor the right for nursing workers to take lactation breaks is enshrined in the *Nåna yan Patgon Act* (Mother and Child Act). GDOL was unsure if the accommodations for employees seeking to adopt children could be covered by the PWFA and told Chairperson Taitague they would consult with their federal counterpart to see if it is covered in the federal PWFA. GDOL also stated they had no objections to any future amendments made to this bill which would provide the additional aforementioned protections and accommodations. After the Public Hearing, GDOL spoke with this Committee to inform the Committee that GDOL has been unable to contact their federal counterpart due to the federal shutdown. GDOL also informed this Committee that the Guam Family and Medical Leave Act in Title 22, Chapter 3, Article 6 of the Guam Code Annotated, already affords up to 12 weeks of unpaid, job protected leave for a 12-month period for the placement of a child for adoption or foster care and would not recommend making an amendment in the PWFA with this same protection since it already exists elsewhere.

The Committee finds that Bill 210-38 (COR) provides the regulatory framework needed to implement and enforce the PWFA as mandated by P.L. 36-118.

In consideration of the testimonies received during the Public Hearing for this Bill, the BBMR Fiscal Note, and the information Mr. Sablan provided after the Public Hearing, this Committee amended Bill 210-38

Committee Report Digest- Bill No. 210-38 (COR)

Public Hearing held- Friday, November 5, 2025, 2:00 p.m.

YouTube Link: <https://www.youtube.com/watch?v=1ISqYpG0MTQ>

(COR), during the markup meeting held on November 19, 2025, to specify that the funds collected from PWFA violations are to be deposited into the Manpower Development Fund are to be used exclusively for training programs and enforcement in the Fair Employment Practices Office pursuant to P.L. 36-118.

The Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement hereby reports our Bill No. 210-38 (COR), *As Amended* - Introduced by Senator Telo T. Taitague- ***AN ACT ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE “PREGNANT WORKERS FAIRNESS ACT,”*** with the recommendation To Do Pass.

I MINA'TRENTAI OCHO NA LIHESLATURAN GUÅHAN
2025 (FIRST) Regular Session

Bill No. **210-38 (COR)**

Introduced by:

Telo T. Taitague 
Sabina Flores Perez 

**AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1,
CHAPTER 6, TITLE 17 OF THE GUAM
ADMINISTRATIVE RULES AND REGULATIONS,
RELATIVE TO THE DEPARTMENT OF LABOR
PROMULGATION OF RULES AND REGULATIONS
FOR THE IMPLEMENTATION AND ENFORCEMENT
OF PUBLIC LAW 36-118, THE “PREGNANT
WORKERS FAIRNESS ACT.”**

1 BE IT ENACTED BY THE PEOPLE OF GUAM:

2 **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guåhan* finds
3 that, Public Law 36-118, the “Pregnant Workers Fairness Act,” was enacted on
4 November 9, 2022, and is relative to *eliminating discrimination and promoting*
5 *women’s health and economic security by ensuring reasonable workplace*
6 *accommodations for workers whose ability to perform the functions of a job are*
7 *limited by pregnancy, childbirth, or a related medical condition.* To implement and
8 enforce the provisions of the Act, the Guam Department to of Labor (GDOL) is
9 mandated to promulgate rules and regulations outlining the procedures by which it
10 will accept, investigate, and adjudicate complaints of violations of the Act in
11 compliance with the Administrative Adjudication Law (AAL) in 5 GCA Chapter 9.

12 *I Liheslaturan Guåhan* finds that in accordance with the AAL, on
13 November 20, 2023, the DOL held a public hearing on the proposed rules and
14 regulations. However, the DOL noted that no oral or written public testimony was
15 submitted.

1 The rules and regulations were then submitted to the Office of the Attorney
2 General (OAG) in February 2024, and on August 21, 2025, the OAG concluded that
3 GDOL substantially complied with the law and met AAL requirements, including
4 compliance with public hearing notices, transcripts, website posting, a preliminary
5 economic impact. The OAG also issued a correction to §6304(2)(C) and recommended
6 GDOL change 22 GCA §6104(b) which references civil penalties under the Fair Chances
7 Hiring Process Act to 22 GCA §3804(f), which authorizes penalties under the Pregnant
8 Workers Fairness Act.

9 The rules and regulations were subsequently submitted to and approved by *I*
10 *Maga'hågan Guåhan* on September 11, 2025, and further transmitted to the Speaker
11 of *I Liheslaturan Guåhan* on September 23, 2025.

12 On September 25, 2025, in furtherance of the AAL and *I Liheslaturan*
13 *Guåhan's* Standing Rules, the proposed rules and regulations were referred by *I*
14 *Liheslatura's* Committee on Rules to the Committee with jurisdiction on Economic
15 Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs,
16 Justice, Elections, and Retirement.

17 It is therefore the intent of *I Liheslaturan Guåhan* and the jurisdictional
18 Committee to move the rules and regulations through the legislative bill process,
19 receive public testimony, and to formally adopt the rules and regulations into law,
20 to successfully implement the provisions of Public Law 36-118, the “Pregnant
21 Workers Fairness Act.”

22 **Section 2.** A new Article 3 is hereby *added* to Division 1, Title, 17, Guam
23 Administrative Rules and Regulations, to read:

24 “Article 3

25 Pregnant Workers Fairness

26 §6301. Definitions.

27 §6302. Pregnant Workers Fairness.

1 §6303. Signage Posting Compliance.

2 §6304. Inspections & Investigations.

3 §6305. Penalties.

4 §6306. Appeals Hearings.

5 §6307. Administrative / Civil Process

6 §6308. Petitions

7 §6309. Severability.

8 §6310. Interpretation.

9 **§6301. Definitions.**

10 These definitions shall be used for the purposes of administering the Pregnant
11 Workers Fairness.

12 (a) *Employee* means any individual employed by an employer.

13 (b) *Employer* means any person (including any individual, association,
14 partnership, corporation, company, entity, or organized group of persons acting
15 directly or indirectly in the interest of an employer in relation to an employee) who
16 directly employs fifteen (15) or more persons to perform services for a wage or
17 salary; or (2) the government of Guam, and any governmental entity, department,
18 agency, commission, instrumentality, or public corporation, but excluding the
19 United States government.

20 (c) *Reasonable Accommodations* means (1) making existing facilities used by
21 employees readily accessible to and usable by individuals with any type of disability;
22 and (2) job restructuring, part-time or modified work schedules, reassignment to
23 vacant positions, acquisition or modification of equipment or devises, appropriate
24 adjustment or modifications of examinations, training materials or policies, the
25 provision of qualified readers or interpreters, and other similar accommodations for
26 individuals with any type of disability.

1 (d) *Known Limitation* means a physical or mental condition arising out of
2 pregnancy or childbirth that the employee or employee’s representative has
3 communicated through a certified document provided by a healthcare provider to
4 the employer whether or not such condition meets the definition of disability
5 specified in Section 3 of the Americans with Disabilities Act of 1990 (ADA).

6 (e) *Fair Employment Practice Office* shall mean the Fair Employment
7 Practice Division (FEPD) of the Guam Department of Labor, commonly referred to
8 as FEPO.

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
12 medical condition.

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

17 (A) Good Cause: The Department may accept a complaint after
18 90 days if the delay in filing is due to a valid medical reason however,
19 in no case shall a complaint be filed more than 180 days from the date
20 of denial.

21 (B) Refusal of Complaint Filing: FEPD may decline to accept a
22 potential complaint for reasons including but not limited to: Untimely
23 Filing of Complaint, Complaint has been previously filed with USDOL
24 or Incomplete Documents.

25 (2) Complaints and statements must be submitted on a form approved
26 by the Department. FEPD will develop a standard form which an individual
27 may use to request for reasonable accommodation.

1 (3) Complainant shall provide valid photo identification with their
2 complaint.

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

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

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

10 (1) When requesting information from an employer, the Department
11 may require that such information be submitted within 15 calendar days.

12 (2) An employer may request an extension of this 15 day deadline. An
13 extension must be approved in writing by the Department and shall not exceed
14 30 calendar days after the initial 15 day period.

15 (3) FEPD Investigators may interview employees at a jobsite and may
16 also inspect employer records at the employer's establishment. Failure to
17 allow reasonable access to FEPD investigators constitutes a violation and may
18 subject an employer to civil penalties pursuant to 22 GCA §3804(f).

19 (4) FEPD investigators may refer a matter or coordinate with other local
20 or federal agencies when appropriate.

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

24 (1) The report shall contain a synopsis of the situation and
25 recommendation to the Fair Employment Practice Officer on action.

26 (2) Findings shall take into consideration information gained during
27 fact finding, field inspections, onsite visits, or by a third party.

1 (3) Fair Employment Practice Officer shall approve the synopsis prior
2 to submission to the Director.

3 (d) Nondiscrimination with regard to Reasonable Accommodations related to
4 Pregnancy or Childbirth: Should employment discrimination occur against a covered
5 employee who has been denied reasonable accommodations to known limitations
6 based on related pregnancy or childbirth.

7 (1) It shall be unlawful for any employer to not make reasonable
8 accommodations to known limitations related to the pregnancy or childbirth
9 of an employee, unless such employer can demonstrate that the
10 accommodations would impose an undue hardship on the operations of the
11 business of such employer.

12 (2) It shall be unlawful for any employer to deny employment
13 opportunities to an employee if such denial is based on the need of the
14 employer to make reasonable accommodations to the known limitations
15 related to the pregnancy or childbirth of a qualified employee.

16 (A) If the employment denial was in writing and contained
17 enough specificity to determine that the denial was due to the need for
18 reasonable accommodations then such statement shall constitute prima
19 facie evidence of a violation.

20 (B) If the employment denial was verbal and communicated with
21 enough specificity in which a reasonable person believes the denial was
22 due to the applicant's need for reasonable accommodations, then the
23 individual's sworn statement shall constitute prima facie evidence of a
24 violation.

25 (C) Prior to the issuance of any findings by the Department, an
26 employer shall be given an opportunity to refute allegations in cases
27 where a verbal denial has occurred.

1 (e) It shall be unlawful for any employer to require an employee to take leave,
2 whether paid or unpaid, if another reasonable accommodation can be provided to the
3 known limitations related to the pregnancy or childbirth of an employee.

4 (f) It shall be unlawful for any employer to take adverse action in terms,
5 conditions, or privileges of employment against an employee on account of the
6 employee requesting or using a reasonable accommodation to the known limitations
7 related to the pregnancy or childbirth of the employee.

8 (g) Certification of Medical Provider. The covered employee must provide a
9 certification from a health care provider on a form approved by the Department.

10 (h) Order of the Department for Relief. In cases where the aggrieved party
11 experienced denial of employment, lost wages, loss of employment or promotion as
12 a result of an unlawful practice under the act, the director may order relief including
13 but not limited to compelling employment, reinstatement or promotion; or liability
14 for amounts deemed to be wages that the aggrieved party would have earned if
15 reasonable accommodations were provided by the employer.

16 **§6303. Signage Posting Compliance.**

17 (a) All employers shall have a visible FEPD posting present in their place of
18 business. Any employer who fails to meet this requirement may be found in violation
19 of the rules and may be subject to civil penalties at 22 GCA§3804(i).

20 (1) Posting must be in a format designed and approved by FEPD.

21 (2) Posting may not be smaller than an 8 ½” x 11” document.

22 (3) Posting must be placed in a conspicuous location where it may be
23 viewed by a majority of the company’s employees, including but not limited
24 to, employee break-rooms, Human Resource offices, jobsites, or other places
25 where employees congregate.

26 **§6304. Inspections & Investigations.**

1 (a) The staff and management personnel of the FEPD division may conduct
2 site inspections and investigations as permitted by 22GCA Chapter 1 §1108.

3 (b) Inspections may be unannounced and at random.

4 (c) Inspections may be performed for purposes of monitoring compliance with
5 required signage postings, or other fact-finding purposes.

6 (d) Inspections may be performed in conjunction with other divisions of the
7 department, local government and/or federal government agencies should it be
8 determined necessary.

9 **§6305. Penalties.**

10 (a) Monetary Penalties. In the event of a violation of this section of the Rules,
11 the employer shall be served with a notice of violation, commonly referred to as a
12 “citation”, which details the violation and the level of fine to be imposed. The
13 citation shall be signed and approved by the Fair Employment Practice Officer.

14 (1) The “citation” shall be prepared on an official Departmental form
15 approved by the Director of Labor.

16 (2) Employers may be subject to a fine of not more than (\$1,000) One
17 Thousand Dollars for the first offense; and not less than (\$1,000) but not
18 greater than (\$2,000) for the subsequent violations.

19 (3) A violation of the rules may subject the employer to civil penalties.
20 Penalties may be determined using factors such as: size of the company (total
21 number of employees), FEPD penalty scale, and circumstances. Fines shall
22 not exceed what is allowable pursuant to 22GCA§3804 (f).

23 (4) Initial Penalty Scale chart shall be approved by the Director of
24 Labor, and may be subsequently amended as deemed necessary by the
25 Director of Labor.

1 (5) Penalties enumerated on the FEPD penalty scale shall be used as a
2 general guide to determine assessed penalty on a citation. The Department
3 may elect to exercise discretion and may deviate on a case-by-case basis.

4 (b) Non-Monetary Penalties

5 (1) The civil penalty on a citation may be conditioned by
6 completion of certain required trainings. An employer may be required
7 to attend and provide proof of completion of training activities which
8 may consist of, but are not limited to Department trainings, One-on-one
9 employer trainings, or designated Conferences. All external costs of
10 training activities shall be borne by the employer.

11 (2) Re-Training – The employer may be required to re-take
12 previously completed trainings at the discretion of the Department.

13 (3) Verification of compliance – Employer must provide
14 verifiable documentation showing that required training has been
15 completed no later than the deadline specified on the citation.

16 (4) Penalties for non-compliance - If an employer does not
17 complete required training within the specified period, then the non-
18 monetary penalty shall be deferred and the maximum monetary penalty
19 allowable by statute shall be immediately due.

20 (i) In the event of non-compliance, the Department shall
21 issue an order from the Director indicating the new imposed
22 monetary penalty for non-compliance and such order shall
23 contain notification of the employer’s right to appeal the order.

24 (c) Unpaid Penalties – The Department may request action from licensing
25 authorities, as authorized in statute to require that all penalties be paid in full before
26 renewing a violators license to conduct business, subject to any due process that may
27 be required by the licensing authority.

1 **§6306. Appeals Hearings.**

2 (a) The employer shall have the right to an administrative hearing conducted
3 by the Director of Labor or his designee. The offender may either pay the fine, or
4 appeal in writing, within fifteen (15) calendar days from the receipt of the notice of
5 violation, to the Director of Labor, requesting a hearing to present facts and law in
6 defense of the offender. The offender shall have the right to representation of counsel
7 during the hearing and the rules of evidence shall not apply.

8 (b) In the case of an untimely appeal, the Director shall decide whether or not
9 to hold a hearing.

10 (c) Upon the filing of a timely request of an appeal of a violation, the Director
11 of Labor shall hold a hearing of the facts, and shall give the employer the opportunity
12 to be heard and to provide testimony in their defense or to present rebuttal evidence.
13 Such hearing shall take place at a time and in a place to be designated by the Director
14 of Labor.

15 (d) The Director may opt to convene a panel to hear testimony. However, the
16 final decision rests with the Director of Labor, or his designee, as the Hearing
17 Officer.

18 **§6307. Administrative / Civil Process.**

19 (a) Before an individual may file a civil action, the administrative process
20 through the Department must be exhausted.

21 (b) Should a civil action be filed in court before the Department's
22 administrative process is complete, the Department will defer to the court and halt
23 the administrative process by closing the case, however the case may be reopened if
24 such action is required by the court.

25 **§6308. Petitions.**

26 (a) Any individual shall have the right to submit to the Director of Labor a
27 petition for the establishment or modification of rules and regulations on subjects

1 under the Authority of the Director, and shall have the right to request advisory
2 rulings, consultations or declaratory rulings in relation to existing regulations. Such
3 petitions and requests shall be submitted in writing and on a form provided by the
4 Department of Labor, and shall be acted upon within 60 days by the Director. The
5 Director shall respond to all petitions submitted under this Title in writing.

6 **§6309. Severability.**

7 If any part of these Regulations is for any reason declared to be invalid by a
8 court of law, the remaining regulations under this Title shall not be affected thereby,
9 and shall remain valid and enforceable.

10 **§6310. Interpretation.**

11 The provisions of these Regulations shall be liberally interpreted to ensure the
12 compliance of employers in Guam with the objectives and purposes of the Pregnant
13 Workers Fairness Act.”

14 **Section 3. Effective Date.** This Act *shall* be effective upon enactment.

I MINA'TRENTAI OCHO NA LIHESLATURAN GUÅHAN
2025 (FIRST) Regular Session

Bill No. 210-38 (COR)

As Amended by the Committee on Economic Investment,
Military Buildup, Regional Relations, Technology
Regulatory Affairs, Justice, Elections and Retirement

Introduced by:

Telo T. Taitague
Sabina Flores Perez

**AN ACT TO *ADD* A NEW ARTICLE 3 TO DIVISION 1
CHAPTER 6, TITLE 17 OF THE GUAM
ADMINISTRATIVE RULES AND REGULATIONS
RELATIVE TO THE DEPARTMENT OF LABOR
PROMULGATIONS TO OF RULES AND REGULATIONS
FOR THEIMPLEMENTATION AND ENFORCEMENT OF
PUBLIC LAW 36-118, THE “PREGNANT WORKERS
FARINESS ACT**

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

2 **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guåhan* finds
3 that, Public Law 36-118, the “Pregnant Workers Fairness Act,” was enacted on
4 November 9, 2022, and is relative to *eliminating discrimination and promoting*
5 *women’s health and economic security by ensuring reasonable workplace*
6 *accommodations for workers whose ability to perform the functions of a job are*
7 *limited by pregnancy, childbirth, or a related medical condition.* To implement and
8 enforce the provisions of the Act, the Guam Department of Labor (GDOL) is
9 mandated to promulgate rules and regulations outlining the procedures by which it
10 will accept, investigate, and adjudicate complaints of violations of the Act in
11 compliance with the Administrative Adjudication Law (AAL) in 5 GCA Chapter 9.
12 *I Liheslaturan Guåahan* finds that in accordance with the AAL, on

1 November 20, 2023, the DOL held a public hearing on the proposed rules and
2 regulations. However, the DOL noted that no oral or written public testimony was
3 submitted.

4 The rules and regulations were then submitted to the Office of the Attorney
5 General (OAG) in February 2024, and on August 21, 2025, the OAG concluded that
6 GDOL substantially complied with the law and met AAL requirements, including
7 compliance with public hearing notes, transcripts, website posting, a preliminary
8 economic impact. The OAG also issued a correction to §6304(2)(C) and recommended
9 GDOL change 22 GCA §6104(b) which references civil penalties under the Fair Chances
10 Hiring Process Act to 22 GCA §3804(f), which authorizes penalties under the Pregnant
11 Workers Fairness Act.

12 The rules and regulations were subsequently submitted to and approved by *I*
13 *Maga'hågan Guåhan* on September 11, 2025 and further transmitted to the Speaker
14 of *I Liheslaturan Guåhan* on September 23, 2025.

15 On September 25, 2025, in furtherance of the AAL and *I Liheslaturan*
16 *Guåhan's* Standing Rules, the proposed rules and regulations were referred by *I*
17 *Liheslatura's* Committee on Rules to the Committee with jurisdiction on Economic
18 Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs,
19 Justice, Elections, and Retirement.

20 It is therefore the intent of *I Liheslaturan Guåhan* and the jurisdictional
21 Committee to move the rules and regulations through the legislative bill process,
22 receive public testimony, and to formally adopt the rules and regulations into law,
23 to successfully implement the provisions of Public Law 36-118, the "Pregnant
24 Workers Fairness Act."

25 **Section 2.** A new Article 3 is hereby *added* to Division 1 Title 17, Guam
26 Administrative Rules and Regulations to read:

27 "Article 3

1 Pregnant Workers Fairness

2 §6301. Definitions.

3 §6302. Pregnant Workers Fairness.

4 §6303. Signage Posting Compliance.

5 §6304. Inspections & Investigations.

6 §6305. Penalties.

7 §6306. Appeals Hearings.

8 §6307. Administrative / Civil Process.

9 §6308. Petitions.

10 §6309. Severability.

11 §6310. Interpretation.

12 **§6301 Definitions.**

13 These definitions shall be used for the purpose of administering the Pregnant
14 Workers Fairness.

15 (a) *Employee* means any individual employed by an employer.

16 (b) *Employer* means any person (including any individual, association,
17 partnership, corporation, company, entity, or organized group of persons acting
18 directly or indirectly in the interest of an employe in relation to an employee) who
19 directly employs fifteen (15) or more persons to perform services for a wage or
20 salary; or (2) the government of Guam, and pay governmental entity, department,
21 agency, commission instrumentality, or public corporation, but excluding the
22 United States Government.

23 (c) *Reasonable Accommodations* means (1) making existing facilities used
24 by employees readily accessible to and usable by individuals with any type of
25 disability; and (2) job restructuring, part-time or modified work schedules,
26 reassignment to vacant positions, acquisition or modification of equipment or
27 devises, appropriate adjustment or modification of examinations, training materials

1 or policies, the provision of qualified readers or interpreters, and other similar
2 accommodations for individuals with any type of disability.

3 (d) *Known Limitations* means a physical or mental condition arising out of
4 pregnancy or childbirth that the employee or employee's representative has
5 communicated through a certified document provided by a healthcare provider to
6 the employer whether or not such a condition meets the definition of disability
7 specified in Section 3 of the Americans with Disabilities Act of 1990 (ADA).

8 (e) *Fair Employment Practice Office* shall. Mean the Fair Employment
9 Practice Division (FEPD) of the Guam Department of Labor, commonly referred to
10 as FEPO.

11 **§6302. Pregnant Workers Fairness**

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

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

19 (A) Good Cause: The Department may accept a complaint after
20 90 days if the delay in filing is due to a valid medical reason however,
21 in no case shall a complaint be files more than 180 days from the date
22 of denial.

23 (B) Refusal of Complaint Filing: FFPD may decline to accept a
24 potential complaint for reasons including but not limited to: Untimely
25 Filing of Complaint, Complaint has been previous filed with USDOL
26 or Incomplete Documents.

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

4 (3) Complaints shall provide valid photo identification with their
5 complaint.

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

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

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

13 (1) When requesting information from an employer, the Department
14 may require that such information be submitted within 15 calendar days.

15 (2) An employer may request an extension of this 15 day deadline. An
16 extension must be approved in writing by the Department and shall not exceed
17 30 day calendar days after the initial 15 day period.

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

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

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

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

3 (2) Findings shall take into consideration information gained during fact
4 finding, field missions, onsite visits, or by a third party.

5 (3) Fair employment Practice Officer shall approve the synopsis prior
6 to submission to the Director.

7 (d) Nondiscrimination with regard to Reasonable Accommodations related to
8 Pregnancy or Childbirth: Should employment discrimination occur against a covered
9 employee who has been denied reasonable accommodations to known limitations
10 based on related pregnancy or childbirth.

11 (1) It shall be unlawful for any employer to not make reasonable
12 accommodations to known limitations related to the pregnancy or childbirth
13 of an employee unless such an employer can demonstrate that the
14 accommodations would impose an undue hardship on the operations of
15 business of such an employer.

16 (2) It shall be unlawful for any employer to deny employment
17 opportunities to an employee if such denial is based on the need of the
18 employer to make reasonable accommodations to the known limitations
19 related to the pregnancy or childbirth of a qualified employee.

20 (A) If the employment denial was in writing and contained
21 enough specificity to determine that the denial was due to the need for
22 reasonable accommodation then such statement shall constitute prima
23 facie evidence of a violation.

24 (B) If the employment denial was verbal and communicated with
25 enough specificity in which a reasonable person believes the denial was
26 due to the applicant's need for reasonable accommodations, then the

1 individual's sworn statement shall constitute a prima facie evidence of
2 a violation.

3 (C) Prior to the issuance of any findings by the Department, an
4 Employer shall be given an opportunity to refute allegations in cases
5 where a verbal denial has occurred.

6 (e) It shall be unlawful for any employer to require an employee to take leave,
7 whether paid or unpaid, if another reasonable accommodation can be provided to the
8 known limitations related to the pregnancy or childbirth of an employee.

9 (f) It shall be unlawful for any employer to take adverse action in terms,
10 conditions, or privileges or employment against an employee on account of the
11 employee requesting or using a reasonable accommodation to the known limitations
12 related to the pregnancy or childbirth of the employee.

13 (g) Certification of Medical Provider. The covered employee must provide a
14 certification from a healthcare provider on a form approved by the Department.

15 (h) Order of the Department for Relief. In cases where the aggrieved party
16 experienced denial of employment, lost wages, loss of employment or promotion as
17 a result of an unlawful practice under the act, the director may order relief including
18 but not limited to compelling employment, reinstatement or promotion; or liability
19 for amounts deemed to be wages that the aggrieved party would have earned if
20 reasonable accommodations were provided by the employer.

21 **§6303. Signage Posting Compliance.**

22 (a) All employers shall have visible FEPD posting present in their place of
23 business. Any employer who fails to meet this requirement may be found in violation
24 of the rules and may be subject to civil penalties at 22 GCA §304(i).

25 (1) Posting must be in a format designed and approved by FEPD.

26 (2) Posting may not be smaller than an 8 ½ x 11" document.

1 (3) Posting must be placed in a conspicuous location where it may be
2 viewed by majority of the company’s employees, including but not limited
3 to, employee break-rooms, Human Resource offices, jobsites, or other places
4 where employees congregate.

5 **§6304. Inspection & Investigations.**

6 (a) The staff and management personal of the FEPD division may conduct site
7 inspection sand investigations as permitted by 22gca Chapter 1 §1108.

8 (b) Inspections may be unannounced and at random.

9 (c) Inspections may be performed for the purposes of monitoring compliance
10 with required signage postings, or other fact-finding purposes.

11 (d) Inspections may be performed in conjunction with other divisions of the
12 department, local government and/or federal government agencies should it be
13 determined necessary

14 **§6305. Penalties**

15 (a) Monetary Penalties. In the event of a violation of this section of the Rules,
16 the employer shall be served with a notice of violation, commonly referred to as a
17 “citation”, which details the violation and the level of fine to be imposed. The
18 citation shall be signed and approved by the Fair Employment Practice Officer.

19 (1) The “citation” shall be prepared on an official Departmental form
20 approved by the Director of Labor

21 (2) Employers may be subject to a fine of not more than (\$1,000) One
22 Thousand Dollars for the first offense; and not greater than (\$2,000) for
23 subsequent violations.

24 (3) A violation of the rules may subject the employer to civil penalties.
25 Penalties may be determined using factors such as size of the company (total
26 number of employees), FEPD penalty scale, and circumstances. Fines shall
27 not exceed what is allowable pursuant to 22GCA§3804 (f).

1 (4) Initial Penalty Scale chart shall be approved by the Director of
2 Labor, and may be subsequently amended as deemed necessary by the
3 Director of Labor.

4 (5) Penalties enumerated on the FEPD penalty scale shall be used as a
5 general guide to determine assessed penalty on a citation. The Department
6 may elect to exercise discretion and may deviate on a case-by-case basis.

7 (b) Any penalty fines for violation of this act shall be collected by the
8 Department of Labor. Fines collected by the Department under the provisions of this
9 section shall be deposited into the Manpower Development Fund to be employed
10 exclusively for the training programs and enforcement operations within the Fair
11 Employment Practice Office.

12 (c) Non-Monetary Penalties

13 (1) The civil penalty on a citation may be conditioned by
14 completion of certain required trainings. An employer may be required
15 to attend and provide proof of completion of training activities which
16 may consist of, but not limited to Department trainings, One-on-one
17 employer trainings, or designated Conferences. All external costs of
18 training activities shall be borne by the employer.

19 (2) Re-training – The employer may be required to re-take
20 previously completed trainings at the discretion of the Department.

21 (3) Verification of compliance – Employer must provide
22 verifiable documentation showing that required training has been
23 completed no later than the deadline specified on the citation.

24 (4) Penalties for non-compliance - If an employer does not
25 complete required training with the specified period, then the non-
26 monetary penalty shall be deferred and the maximum monetary penalty
27 allowable by statute shall be immediately due.

1 (i) In the event of non-compliance, the Department shall
2 issue an order from the Director indicating the new imposed
3 monetary penalty for non-compliance and such order shall
4 contain notification of the employer’s right to appeal the order.

5 (c) Unpaid Penalties – The Department may request. Action from licensing
6 authorities, as authorized in statute to require that all penalties be paid in full before
7 renewing a violators license to conduct business, subject to any due process that may
8 be required by the licensing authority.

9 **§6306. Appeals Hearings.**

10 (a) The employer shall have the right to an administrative hearing conducted
11 by the Director of Labor or his designee. The offender may either pay the fine, or
12 appeal in writing, within fifteen (15) calendar days from the receipt of the notice of
13 violation, to the Director of Labor, requesting a hearing to present facts and law in
14 defense of the offender. The offender shall have the right to representation of counsel
15 during the hearing and riles of evidence shall apply.

16 (b) In the case of an untimely appeal, the Director shall decide whether or not
17 to hold a hearing.

18 (c) Upon the filling of a timely request of an appeal of a violation, the Director
19 of Labor shall hold a hearing of the facts, and shall give the employer the opportunity
20 to be heard and to provide testimony in their defense or to present rebuttal evidence.
21 Such hearing shall take place at a time and in a place to be designated by the Director
22 of Labor.

23 (d) The Director may opt to convene a panel to hear testimony. However , the
24 final decision rests with the Director of Labor, or his designee, such as the Hearing
25 Officer.

26 **§6307. Administrative/Civil Process.**

1 (a) Before an individual may file a civil action, the administrative process
2 through the Department must be exhausted.

3 (b) Should a civil action be filed in court before the Department's
4 administrative process is complete, the Department will defer to the court and halt
5 the administrative process by closing the case, however the case may be reopened if
6 such action is required by the court.

7 **§ 6308 Petitions.**

8 (a) Any individual shall have the right to submit to the Director of Labor a
9 petition for the establishment or modification of rules and regulations on subjects
10 under the Authority of the Director, and shall have the right to request advisory
11 rulings, consultations or declaratory ruling sin relation to existing regulations. Such
12 petitions and requests shall be submitted in writing and on a form provided by the
13 Department of Labor, and shall be acted upon within 60 days by the Director. The
14 Director shall respond to all petitions submitted under this Title in writing.

15 **§6309. Severability.**

16 If any part of these Regulations is for any reason declared to be invalid by a
17 court of law, the remaining regulations under this Title shall not be affected thereby
18 and shall remain valid and enforceable.

19 **§6310. Interpretation.**

20 The provisions of these Regulations shall be liberally interpreted to ensure the
21 compliance of employers in Guam with the objectives and purposes of the Pregnant
22 Workers Fairness Act.”

23 **Section 3. Effective Date.** This Act *shall* be effective upon enactment.

COMMITTEE MARKUP VERSION

I MINA'TRENTAI OCHO NA LIHESLATURAN GUÅHAN
2025 (FIRST) Regular Session

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Bill No. 210-38 (COR)

As Amended by the Committee on Economic Investment,
Military Buildup, Regional Relations, Technology,
Regulatory Affairs, Justice, Elections, and Retirement

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Introduced by:

Telo T. Taitague
Sabina Flores Perez

**AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1,
CHAPTER 6, TITLE 17 OF THE GUAM
ADMINISTRATIVE RULES AND REGULATIONS,
RELATIVE TO THE DEPARTMENT OF LABOR
PROMULGATION OF RULES AND REGULATIONS FOR
THE IMPLEMENTATION AND ENFORCEMENT OF
PUBLIC LAW 36-118, THE "PREGNANT WORKERS
FAIRNESS ACT."**

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Section 1. Legislative Findings and Intent. *I Liheslaturan Guåhan* finds that, Public Law 36-118, the "Pregnant Workers Fairness Act," was enacted on November 9, 2022, and is relative to *eliminating discrimination and promoting women's health and economic security by ensuring reasonable workplace accommodations for workers whose ability to perform the functions of a job are limited by pregnancy, childbirth, or a related medical condition.* To implement and enforce the provisions of the Act, the Guam Department to of Labor (GDOL) is mandated to promulgate rules and regulations outlining the procedures by which it will accept, investigate, and adjudicate complaints of violations of the Act in compliance with the Administrative Adjudication Law (AAL) in 5 GCA Chapter 9.

I Liheslaturan Guåhan finds that in accordance with the AAL, on November 20, 2023, the DOL held a public hearing on the proposed rules and

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1 regulations. However, the DOL noted that no oral or written public testimony was
2 submitted.

3 The rules and regulations were then submitted to the Office of the Attorney
4 General (OAG) in February 2024, and on August 21, 2025, the OAG concluded that
5 GDOL substantially complied with the law and met AAL requirements, including
6 compliance with public hearing notices, transcripts, website posting, a preliminary
7 economic impact. The OAG also issued a correction to §6304(2)(C) and recommended
8 GDOL change 22 GCA §6104(b) which references civil penalties under the Fair Chances
9 Hiring Process Act to 22 GCA §3804(f), which authorizes penalties under the Pregnant
10 Workers Fairness Act.

11 The rules and regulations were subsequently submitted to and approved by *I*
12 *Maga'hågan Guåhan* on September 11, 2025, and further transmitted to the Speaker
13 of *I Liheslaturan Guåhan* on September 23, 2025.

14 On September 25, 2025, in furtherance of the AAL and *I Liheslaturan*
15 *Guåhan's* Standing Rules, the proposed rules and regulations were referred by *I*
16 *Liheslatura's* Committee on Rules to the Committee with jurisdiction on Economic
17 Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs,
18 Justice, Elections, and Retirement.

19 It is therefore the intent of *I Liheslaturan Guåhan* and the jurisdictional
20 Committee to move the rules and regulations through the legislative bill process,
21 receive public testimony, and to formally adopt the rules and regulations into law,
22 to successfully implement the provisions of Public Law 36-118, the "Pregnant
23 Workers Fairness Act."

24 **Section 2.** A new Article 3 is hereby *added* to Division 1, Title, 17, Guam
25 Administrative Rules and Regulations, to read:

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Pregnant Workers Fairness

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1 §6301. Definitions.

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11 **§6301. Definitions.**

12 These definitions shall be used for the purposes of administering the Pregnant
13 Workers Fairness.

14 (a) Employee means any individual employed by an employer.

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17 directly or indirectly in the interest of an employer in relation to an employee) who
18 directly employs fifteen (15) or more persons to perform services for a wage or
19 salary; or (2) the government of Guam, and any governmental entity, department,
20 agency, commission, instrumentality, or public corporation, but excluding the
21 United States government.

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1 or policies, the provision of qualified readers or interpreters, and other similar
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10 as FEPO.

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

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19 (A) Good Cause: The Department may accept a complaint after
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24 potential complaint for reasons including but not limited to: Untimely
25 Filing of Complaint, Complaint has been previously filed with USDOL
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1 (2) Complaints and statements must be submitted on a form approved
2 by the Department. FEPD will develop a standard form which an individual
3 may use to request for reasonable accommodation.

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5 complaint.

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7 employer, as allowed in the statute.

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15 (h) Order of the Department for Relief. In cases where the aggrieved party
16 experienced denial of employment, lost wages, loss of employment or promotion as
17 a result of an unlawful practice under the act, the director may order relief including
18 but not limited to compelling employment, reinstatement or promotion; or liability
19 for amounts deemed to be wages that the aggrieved party would have earned if
20 reasonable accommodations were provided by the employer.

21 **§6303. Signage Posting Compliance.**

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22 (a) All employers shall have a visible FEPD posting present in their place of
23 business. Any employer who fails to meet this requirement may be found in violation
24 of the rules and may be subject to civil penalties at 22 GCA§3804(i).

25 (1) Posting must be in a format designed and approved by FEPD.

26 (2) Posting may not be smaller than an 8 ½" x 11" document.

COMMITTEE MARKUP VERSION

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1 (3) Posting must be placed in a conspicuous location where it may be
2 viewed by a majority of the company’s employees, including but not limited
3 to, employee break-rooms, Human Resource offices, jobsites, or other places
4 where employees congregate.

5 **§6304. Inspections & Investigations.**

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6 (a) The staff and management personnel of the FEPD division may conduct
7 site inspections and investigations as permitted by 22GCA Chapter 1 §1108.

8 (b) Inspections may be unannounced and at random.

9 (c) Inspections may be performed for purposes of monitoring compliance with
10 required signage postings, or other fact-finding purposes.

11 (d) Inspections may be performed in conjunction with other divisions of the
12 department, local government and/or federal government agencies should it be
13 determined necessary.

14 **§6305. Penalties.**

15 (a) Monetary Penalties. In the event of a violation of this section of the Rules,
16 the employer shall be served with a notice of violation, commonly referred to as a
17 “citation”, which details the violation and the level of fine to be imposed. The
18 citation shall be signed and approved by the Fair Employment Practice Officer.

19 (1) The “citation” shall be prepared on an official Departmental form
20 approved by the Director of Labor.

21 (2) Employers may be subject to a fine of not more than (\$1,000) One
22 Thousand Dollars for the first offense; and not less than (\$1,000) but not
23 greater than (\$2,000) for the subsequent violations.

24 (3) A violation of the rules may subject the employer to civil penalties.
25 Penalties may be determined using factors such as: size of the company (total
26 number of employees), FEPD penalty scale, and circumstances. Fines shall
27 not exceed what is allowable pursuant to 22GCA§3804 (f).

1 (4) Initial Penalty Scale chart shall be approved by the Director of
2 Labor, and may be subsequently amended as deemed necessary by the
3 Director of Labor.

4 (5) Penalties enumerated on the FEPD penalty scale shall be used as a
5 general guide to determine assessed penalty on a citation. The Department
6 may elect to exercise discretion and may deviate on a case-by-case basis.

7 (b) Any penalty fines for violations of this act shall be collected by the
8 Department of Labor. Fines collected by the Department under the provisions of this
9 section shall be deposited in the Manpower Development Fund to be employed
10 exclusively for the training programs and enforcement operations within the Fair
11 Employment Practice Office.

12 (c) Non-Monetary Penalties

13 (1) The civil penalty on a citation may be conditioned by
14 completion of certain required trainings. An employer may be required
15 to attend and provide proof of completion of training activities which
16 may consist of, but are not limited to Department trainings, One-on-one
17 employer trainings, or designated Conferences. All external costs of
18 training activities shall be borne by the employer.

19 (2) Re-Training – The employer may be required to re-take
20 previously completed trainings at the discretion of the Department.

21 (3) Verification of compliance – Employer must provide
22 verifiable documentation showing that required training has been
23 completed no later than the deadline specified on the citation.

24 (4) Penalties for non-compliance - If an employer does not
25 complete required training within the specified period, then the non-
26 monetary penalty shall be deferred and the maximum monetary penalty
27 allowable by statute shall be immediately due.

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1 (i) In the event of non-compliance, the Department shall
2 issue an order from the Director indicating the new imposed
3 monetary penalty for non-compliance and such order shall
4 contain notification of the employer's right to appeal the order.

5 (c) Unpaid Penalties – The Department may request action from licensing
6 authorities, as authorized in statute to require that all penalties be paid in full before
7 renewing a violators license to conduct business, subject to any due process that may
8 be required by the licensing authority.

9 **§6306. Appeals Hearings.**

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10 (a) The employer shall have the right to an administrative hearing conducted
11 by the Director of Labor or his designee. The offender may either pay the fine, or
12 appeal in writing, within fifteen (15) calendar days from the receipt of the notice of
13 violation, to the Director of Labor, requesting a hearing to present facts and law in
14 defense of the offender. The offender shall have the right to representation of counsel
15 during the hearing and the rules of evidence shall not apply.

16 (b) In the case of an untimely appeal, the Director shall decide whether or not
17 to hold a hearing.

18 (c) Upon the filing of a timely request of an appeal of a violation, the Director
19 of Labor shall hold a hearing of the facts, and shall give the employer the opportunity
20 to be heard and to provide testimony in their defense or to present rebuttal evidence.
21 Such hearing shall take place at a time and in a place to be designated by the Director
22 of Labor.

23 (d) The Director may opt to convene a panel to hear testimony. However, the
24 final decision rests with the Director of Labor, or his designee, as the Hearing
25 Officer.

26 **§6307. Administrative / Civil Process.**

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1 (a) Before an individual may file a civil action, the administrative process
2 through the Department must be exhausted.

3 (b) Should a civil action be filed in court before the Department's
4 administrative process is complete, the Department will defer to the court and halt
5 the administrative process by closing the case, however the case may be reopened if
6 such action is required by the court.

7 **§6308. Petitions.**

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8 (a) Any individual shall have the right to submit to the Director of Labor a
9 petition for the establishment or modification of rules and regulations on subjects
10 under the Authority of the Director, and shall have the right to request advisory
11 rulings, consultations or declaratory rulings in relation to existing regulations. Such
12 petitions and requests shall be submitted in writing and on a form provided by the
13 Department of Labor, and shall be acted upon within 60 days by the Director. The
14 Director shall respond to all petitions submitted under this Title in writing.

15 **§6309. Severability.**

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16 If any part of these Regulations is for any reason declared to be invalid by a
17 court of law, the remaining regulations under this Title shall not be affected thereby,
18 and shall remain valid and enforceable.

19 **§6310. Interpretation.**

20 The provisions of these Regulations shall be liberally interpreted to ensure the
21 compliance of employers in Guam with the objectives and purposes of the Pregnant
22 Workers Fairness Act."

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23 **Section 3. Effective Date.** This Act *shall* be effective upon enactment.



COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson

I Mina'trentai Ocho Na Liheslaturan Guåhan

38th Guam Legislature

November 4, 2025

To: **Rennae V. C. Meno**
Clerk of the Legislature

From: **Vice Speaker V. Anthony Ada** 
Chairperson, Committee on Rules

Subject: **Fiscal Note for Bill No. 210-38 (COR)**

Håfa Adai!

Find the attached, Fiscal Note for the following bill:

Bill No. 210-38 (COR).

I also request that the same be sent to the respective Chairperson of the Standing Committee, to which this bill has been referred. Kindly copy the same to Management Information Services (MIS) for posting on our website.



**Bureau of Budget & Management Research
Fiscal Note of Bill No. 210-38 (COR)**

AN ACT TO ADD A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT."

Department/Agency Appropriation Information	
Dept./Agency Affected: Department of Labor (DOL)	Dept./Agency Head: David Dell'Isola, Director
Department's General Fund (GF) appropriation(s) to date: Operations-\$238,581, and Workers Compensation Fund - \$400,000	\$638,581
Department's Other Fund (Specify) appropriation(s) to date: Manpower Development Fund	\$3,630,669
Total Department/Agency Appropriation(s) to date:	\$4,269,250

Fund Source Information of Proposed Appropriation			
	General Fund:	Special Fund:	Total:
FY 2025 Unreserved Fund Balance		\$0	\$0
FY 2026 Adopted Revenues	\$0	\$0	\$0
FY 2026 Appro. (P.L. 38-60)	\$0	\$0	\$0
Sub-total:	\$0	\$0	\$0
Less appropriation in Bill	\$0	\$0	\$0
Total:	\$0	\$0	\$0

Estimated Fiscal Impact of Bill						
	One Full Fiscal Year	For Remainder of FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
General Fund	\$0	\$0	\$0	\$0	\$0	\$0
Special Fund	1/	\$0	\$0	\$0	\$0	\$0
Total	1/	\$0	\$0	\$0	\$0	\$0

- | | | | |
|---|---------|---------|------------|
| 1. Does the bill contain "revenue generating" provisions?
If Yes, see attachment | | /X/ Yes | / / No |
| 2. Is amount appropriated adequate to fund the intent of the appropriation?
If no, what is the additional amount required? \$ _____ | /X/ N/A | / / Yes | / / No |
| 3. Does the Bill establish a new program/agency?
If yes, will the program duplicate existing programs/agencies?
Is there a federal mandate to establish the program/agency? | /X/ N/A | / / Yes | /X/ No |
| 4. Will the enactment of this Bill require new physical facilities? | | / / Yes | /X/ No |
| 5. Was Fiscal Note coordinated with the affected dept./agency? If no, indicate reason:
/ / Requested agency comments not received by due date | | /X/ Yes | / / No |
| | | | / / Other: |

Analyst: <u>Jasmine C. Tereas, BMA III</u>	Date: <u>10/30/25</u>	Director: <u>Lester L. Carlson, Jr.</u>	Date: <u>OCT 31 2025</u>
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Comments:
1/ See attached comments for Bill No. 210-38 (COR).

Bureau of Budget and Management Research
Comments on Bill No. 210-38 (COR)

Bill No. 210-38 (COR) seeks to add a new Article 3 to Division 1, Chapter 6, Title 17 of the Guam Administrative Rules and Regulations, relative to the Department of Labor (DOL) promulgation of rules and regulations for the implementation and enforcement of Public Law 36-118, the "Pregnant Workers Fairness Act."

As mandated by PL 36-118, the "Pregnant Workers Fairness Act," the Bill proposes to formally adopt the rules and regulations promulgated by the Guam DOL by which it will accept, investigate, and adjudicate complaints of violations of the Act in compliance with the Administrative Adjudication Law in 5 GCA Chapter 9. The Bill establishes monetary penalties for employers in violation of the Act to include a fine of not more than \$1,000 for the first offense and not less than \$1,000 but not greater than \$2,000 for the subsequent violations.

Based on comments received, the Guam DOL makes reference to its initial preliminary cost impact assessment dated May 4, 2022 which notes a maximum positive impact of \$36,000 to the department. Additionally, the Guam DOL has determined its personnel services cost impact at \$47,422.02 which equates to the annual salary for 4 investigators needed and based on the present of time targeted for the enforcement of the Pregnant Workers Fairness Act at 25%. The DOL further determined that the additional workload will not require additional staff, but the department may need staff in future fiscal years should the occurrence of increased violations happen. As such, the Guam DOL is unable to project an estimated fiscal impact until the establishment of a historical baseline in future years.

It should be noted that §3804(h), Chapter 3, Title 22, Guam Code Annotated specifies that any penalty fines for violations be collected by the Guam DOL and be deposited into the Manpower Development Fund (MDF) to be employed exclusively for the training programs and enforcement operations within the Fair Employment Practice Office. The Bureau recommends that the identity and deposit of fines collected and deposited into the MDF be also included under the §6305. Penalties of the proposed Administrative Rules and Regulations for the Pregnant Workers Fairness Act.