

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
237-38 (COR)	Telo T. Taitague Therese M. Terlaje Chris Barnett Shelly V. Calvo Sabina Flores Perez	AN ACT TO <i>ADD</i> A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39.	11/26/25 2:22 p.m.	12/4/25	Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement.	Request: 12/4/25 12/12/25	2/5/26 8:30 a.m.	2/25/26	



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
 senartortelot@gmail.com

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

February 23, 2026

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. 237-38 (COR)- As Introduced

Buenas yan Håfa adai, Speaker Blas

Transmitted herewith is the Committee Report on Bill No. 237-38 (COR)- Introduced by Telo T. Taitague, Therese M. Terlaje, Chris Barnett, Shelly V. Calvo, Sabina Flores Perez- “AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39.”

Committee votes are as follows:

<u>4</u>	TO DO PASS
<u>0</u>	TO NOT PASS
<u>2</u>	TO REPORT OUT ONLY
<u>0</u>	TO ABSTAIN
<u>0</u>	TO PLACE IN INACTIVE FILE



COMMITTEE ON RULES

RECEIVED:
 February 23, 2026 2:29 p.m.
Marie Crisostomo

Sincerely,

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

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Hagatna, Guam 96910
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senatortelot@gmail.com

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

COMMITTEE REPORT

BILL NO. 237-38 (COR), *AS INTRODUCED*

*Introduced by Telo T. Taitague, Therese M. Terlaje, Chris Barnett,
Shelly V. Calvo, Sabina Flores Perez*

**“AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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
THE GUAM REGISTERED APPRENTICESHIP PROGRAM
PURSUANT TO PUBLIC LAW 35-39.”**



OFFICE OF SENATOR
Telo T. Taitague
CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
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I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

February 23, 2026

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. 237-38 (COR)- As Introduced

Transmitted herewith for your consideration is the Committee Report on **Bill No. 237-38 (COR)-
Introduced by Telo T. Taitague, Therese M. Terlaje, Chris Barnett, Shelly V. Calvo, Sabina
Flores Perez-** "AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO
PUBLIC LAW 35-39."

This report includes the following:

- Copy of COR Referral of Bill No. 237-38 (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. 237-38 (COR), As Introduced
- 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

December 4, 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. 237-38 (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. 237-38 (COR)** – Telo T. Taitague, Therese M. Terlaje, Chris Barnett, Shelly V. Calvo, Sabina Flores Perez. – “AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39.”

Please ensure that the subject bill is referred to 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.





Senator Telo Taitague <senatortelot@gmail.com>

FIRST NOTICE of Public Hearing – Thursday, February 5, 2026 at 8:30 a.m.

2 messages

Senator Telo Taitague <senatortelot@gmail.com>

29 January 2026 at 06:48

To: phnotice@guamlegislature.gov

Cc: Ed Pocaigue <sgtfarms@guamlegislature.gov>

Bcc: senatortelot.charissa@gmail.com, Rowena Fejeran <senatortelot.rowena@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>

January 29, 2026

MEMORANDUM**To:** All Senators, Stakeholders and Media**From:** Senator Telo T. Taitague, Chairperson**Subject:** **FIRST NOTICE of Public Hearing – Thursday, February 5, 2026 at 8:30 a.m.***Håfa Adai!*

The *Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections, and Retirement* will conduct a public hearing on **Thursday, February 5, 2026 at 8:30 a.m.**, in the Guam Congress Building, Public Hearing Room to hear and accept testimonies on the following agenda items:

- I. **Bill No. 237-38 (COR):** *Introduced by Telo T. Taitague, Therese M. Terlaje, Chris Barnett, Shelly V. Calvo, Sabina Flores Perez-* “AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39.”
- II. **Bill No. 220-38 (COR):** *Introduced by Shelly V. Calvo-* “AN ACT TO REPEAL AND REENACT § 21002 OF ARTICLE 10, CHAPTER 2, TITLE 10, GUAM CODE ANNOTATED, AND TO ADD A NEW CHAPTER 40C TO TITLE 7, GUAM CODE ANNOTATED, RELATIVE TO CLARIFYING DEFINITIONS RELATED TO ELDERLY OR ADULT WITH A DISABILITY ABUSE; AND TO ESTABLISHING PROTECTION AND SUPPORT FOR THE ELDERLY AND ADULTS WITH A DISABILITY WHO ARE VICTIMS OF ABUSE; AND TO CITE THIS ACT AS THE “GUAM ELDER AND DISABILITY WELFARE ACT OF 2025.”
- III. **Bill No. 221-38 (COR):** *Introduced by Shelly V. Calvo-* “AN ACT TO ADD A NEW ARTICLE 4 TO CHAPTER 3 OF TITLE 19, GUAM CODE ANNOTATED, RELATIVE TO THE RECOGNITION AND REGULATION OF COMMON LAW MARRIAGE IN GUAM.”

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: [Thursday, February 5, 2026, 830AM_Shared Public Hearing Drive File](#). The drive file is periodically 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>.

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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

4 attachments

 **FIRST NOTICE_02.05.26 Public Hearing.docx-2.pdf**
344K

 **Bill No. 237-38 (COR)-3.pdf**
1922K

 **Bill No. 220-38 (COR) Referred Version.pdf**
1806K

 **Bill No. 221-38 (COR).pdf**
816K

Ed Pocaigue <sgtarms@guamlegislature.gov>
To: Senator Telo Taitague <senatortelot@gmail.com>

29 January 2026 at 07:35

Hafa adai and posted on the calendar.

[Quoted text hidden]



Edward S. Pocaigue, Jr.
Sergeant-at-Arms

I Mina'trentai Ocho Na Liheslaturan Guåhan
Guam Congress Building, 1st Floor
163 Chalan Santo Papa
Hagåtña, Guam 96910



1-671-969-3514



sgtarms@guamlegislature.gov

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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

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

January 29, 2026

MEMORANDUM

To: All Senators, Stakeholders and Media
From: Senator Telo T. Taitague, Chairperson
Subject: **FIRST NOTICE of Public Hearing – Thursday, February 5, 2026 at 8:30 a.m.**

Håfa Adai!

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- I. **Bill No. 237-38 (COR):** *Introduced by Telo T. Taitague, Therese M. Terlaje, Chris Barnett, Shelly V. Calvo, Sabina Flores Perez-* “AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39.”
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FIRST NOTICE of Public Hearing – Thursday, February 5, 2026 at 8:30 a.m.

FIRST NOTICE of Public Hearing – Thursday, February 5, 2026 at 8:30 a.m.

PUBLIC HEARING

Posted on: 01/29/2026 06:00 AM

Posted by: Charissa Manibusan, Committee Director

Public Hearing Date: 02/05/2026 08:30 AM

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)

Share this notice

January 29, 2026

MEMORANDUM

To: All Senators, Stakeholders and Media

From: Senator Telo T. Taitague, Chairperson

Subject: FIRST NOTICE of Public Hearing – Thursday, February 5, 2026 at 8:30 a.m.

Håfa Adai!

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I.

Bill No. 237-38 (COR):

([https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20237-38%20\(COR\).pdf](https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20237-38%20(COR).pdf)) *Introduced by Telo T. Taitague, Therese M. Terlaje, Chris Barnett, Shelly V. Calvo, Sabina Flores Perez.* “AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39.”

II.

Bill No. 220-38 (COR):

([https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20220-38%20\(COR\)%20Referred%20Version.pdf](https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20220-38%20(COR)%20Referred%20Version.pdf)) *Introduced by Shelly V. Calvo.* “AN ACT TO REPEAL AND REENACT § 21002 OF ARTICLE 10, CHAPTER 2, TITLE 10, GUAM CODE ANNOTATED, AND TO ADD A NEW CHAPTER 40C TO TITLE 7, GUAM CODE ANNOTATED, RELATIVE TO CLARIFYING DEFINITIONS RELATED TO ELDERLY OR ADULT WITH A DISABILITY ABUSE; AND TO ESTABLISHING PROTECTION AND SUPPORT FOR THE ELDERLY AND ADULTS WITH A DISABILITY WHO ARE VICTIMS OF ABUSE; AND TO CITE THIS ACT AS THE “GUAM ELDER AND DISABILITY WELFARE ACT OF 2025.”



III.

Bill No. 221-38 (COR):

([https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20221-38%20\(COR\).pdf](https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20221-38%20(COR).pdf)) *Introduced by Shelly V. Calvo- "AN ACT TO ADD A NEW ARTICLE 4 TO CHAPTER 3 OF TITLE 19, GUAM CODE ANNOTATED, RELATIVE TO THE RECOGNITION AND REGULATION OF COMMON LAW MARRIAGE IN GUAM."*

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.

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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"/> <input checked="" type="checkbox"/> Package <input type="checkbox"/> <input checked="" type="checkbox"/> Trade <input type="checkbox"/> <input checked="" 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: 01/29/26)
 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: 02/03/26)
 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)

Shelf# & Title: 189W - Public Hearing 020526

Contract for Public Hearing on February 05, 2026; 1st and 2nd Notice

MONTHLY TOTALS								SPECIAL INSTRUCTIONS								ORDER TOTALS	
Jan	Feb	500	Mar	Apr	May	June	July									Total Spots	PKG
July	Aug	_____	Sep	Oct	Nov	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.

CManibusan
 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

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

NOTICE OF PUBLIC HEARING
Guam Legislature, Public Hearing Room
Thursday, February 5, 2026 beginning at 8:30a.m.

AGENDA

The Committee will hear and accept testimony on the following:

I. Bill No. 237-38 (COR)- Introduced by Telo T. Taitague, Therese M. Terlaje, Chris Barnett, Shelly V. Calvo, Sabina Flores Perez- "AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39."



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

NOTICE OF PUBLIC HEARING
Guam Legislature, Public Hearing Room
Thursday, February 5, 2026 beginning at 8:30a.m.

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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

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NOTICE OF PUBLIC HEARING
Guam Legislature, Public Hearing Room
Thursday, February 5, 2026 beginning at 8:30a.m.

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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

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senatortelot@gmail.com

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 senatortelot@gmail.com or call (671) 989-8356.

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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.



Senator Telo Taitague <senatortelot@gmail.com>

SECOND NOTICE of Public Hearing – Thursday, February 5, 2026 at 8:30 a.m.

1 message

Senator Telo Taitague <senatortelot@gmail.com>

3 February 2026 at 06:37

To: phnotice@guamlegislature.gov

Cc: Ed Pocaigue <sgtarms@guamlegislature.gov>

Bcc: senatortelot.charissa@gmail.com, Rowena Fejeran <senatortelot.rowena@gmail.com>, Alana Ungacta <senatortelot.alana@gmail.com>, Isah Peredo <senatortelot.isah@gmail.com>

February 3, 2026

MEMORANDUM**To:** All Senators, Stakeholders and Media**From:** Senator Telo T. Taitague, Chairperson**Subject:** **SECOND NOTICE of Public Hearing – Thursday, February 5, 2026 at 8:30 a.m.***Håfa Adai!*

The *Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections, and Retirement* will conduct a public hearing on **Thursday, February 5, 2026 at 8:30 a.m.**, in the Guam Congress Building, Public Hearing Room to hear and accept testimonies on the following agenda items:

- I. **Bill No. 237-38 (COR):** *Introduced by Telo T. Taitague, Therese M. Terlaje, Chris Barnett, Shelly V. Calvo, Sabina Flores Perez*- “AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39.”
- II. **Bill No. 220-38 (COR):** *Introduced by Shelly V. Calvo*- “AN ACT TO REPEAL AND REENACT § 21002 OF ARTICLE 10, CHAPTER 2, TITLE 10, GUAM CODE ANNOTATED, AND TO ADD A NEW CHAPTER 40C TO TITLE 7, GUAM CODE ANNOTATED, RELATIVE TO CLARIFYING DEFINITIONS RELATED TO ELDERLY OR ADULT WITH A DISABILITY ABUSE; AND TO ESTABLISHING PROTECTION AND SUPPORT FOR THE ELDERLY AND ADULTS WITH A DISABILITY WHO ARE VICTIMS OF ABUSE; AND TO CITE THIS ACT AS THE “GUAM ELDER AND DISABILITY WELFARE ACT OF 2025.”

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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

4 attachments

 **SECOND NOTICE_02.05.26 Public Hearing.docx-2.pdf**
344K

 **Bill No. 237-38 (COR).pdf**
1922K

 **Bill No. 220-38 (COR) Referred Version.pdf**
1806K

 **Bill No. 221-38 (COR).pdf**
816K



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

February 3, 2026

MEMORANDUM

To: All Senators, Stakeholders and Media

From: Senator Telo T. Taitague, Chairperson

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PUBLIC HEARING

Posted on: 02/03/2026 06:30 AM

Posted by: Charissa Manibusan, Committee Director

Public Hearing Date: 02/05/2026 08:30 AM

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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February 3, 2026

MEMORANDUM

To: All Senators, Stakeholders and Media

From: Senator Telo T. Taitague, Chairperson

Subject: SECOND NOTICE of Public Hearing – Thursday, February 5, 2026 at 8:30 a.m.

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I.

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([https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20237-38%20\(COR\).pdf](https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20237-38%20(COR).pdf)) *Introduced by Telo T. Taitague, Therese M. Terlaje, Chris Barnett, Shelly V. Calvo, Sabina Flores Perez.* “AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39.”

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([https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20220-38%20\(COR\)%20Referred%20Version.pdf](https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20220-38%20(COR)%20Referred%20Version.pdf)) *Introduced by Shelly V. Calvo.* “AN ACT TO REPEAL AND REENACT § 21002 OF ARTICLE 10, CHAPTER 2, TITLE 10, GUAM CODE ANNOTATED, AND TO ADD A NEW CHAPTER 40C TO TITLE 7, GUAM CODE ANNOTATED, RELATIVE TO CLARIFYING DEFINITIONS RELATED TO ELDERLY OR ADULT WITH A DISABILITY ABUSE; AND TO ESTABLISHING PROTECTION AND SUPPORT FOR THE ELDERLY AND ADULTS WITH A DISABILITY WHO ARE VICTIMS OF ABUSE; AND TO CITE THIS ACT AS THE “GUAM ELDER AND DISABILITY WELFARE ACT OF 2025.”



III.

Bill No. 221-38 (COR):

([https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20221-38%20\(COR\).pdf](https://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20221-38%20(COR).pdf)) *Introduced by Shelly V. Calvo- "AN ACT TO ADD A NEW ARTICLE 4 TO CHAPTER 3 OF TITLE 19, GUAM CODE ANNOTATED, RELATIVE TO THE RECOGNITION AND REGULATION OF COMMON LAW MARRIAGE IN GUAM."*

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Senator Telo Taitague <senatortelot@gmail.com>

DOL Invitation to public hearing on Thursday, February 5, 2026, at 8:30 a.m.

1 message

Senator Telo Taitague <senatortelot@gmail.com>

22 January 2026 at 08:00

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

Håfa adai Director Dell'Isola,

Please see the attached invitation from Senator Taitague to the public hearing on **Thursday, February 5, 2026, at 8:30 a.m.** Kindly confirm receipt of this email and attendance to attend at your earliest convenience.

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

 **DOL Invitation for 2.5.26 PH.pdf**
252K

 **Bill No. 237-38 (COR).pdf**
1922K



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 Guahan • 38th Guam Legislature

January 22, 2026

Transmitted via Electronic Mail

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

Subject: Invitation to public hearing on Thursday, February 5, 2026, at 8:30 a.m.

Hafa Adai Director Dell'Isola,

This letter is to notify you that the Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections and Retirement has set a public hearing on **Thursday, February 5, 2026, at 8:30 a.m., in the Guam Congress Building, Public Hearing room** for the following agenda item

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I respectfully request your presence to provide testimony and answer questions from the senate panel. Written testimony may also be submitted prior to the hearing via email to senatortelot@gmail.com or delivered to the Office of Senator Telo T. Taitague Suite 407 DNA Building 238 Archbishop Flores St, *Hagatna*, Guam 96910. Please contact our office via email or at (671) 989-8356, for any questions or concerns.

Respectfully,

Senator Telo T. Taitague, Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

GCC Invitation to public hearing on Thursday, February 5, 2026, at 8:30 a.m.

1 message

Senator Telo Taitague <senatortelot@gmail.com>

22 January 2026 at 08:00

To: "virginia.tudela@guamcc.edu" <virginia.tudela@guamcc.edu>

Håfa adai President Tudela,

Please see the attached invitation from Senator Taitague to the public hearing on **Thursday, February 5, 2026, at 8:30 a.m.** Kindly confirm receipt of this email and attendance to attend at your earliest convenience.

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

 **GCC Invitation for 2.5.26 PH.pdf**
252K

 **Bill No. 237-38 (COR).pdf**
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OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

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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 Guahan • 38th Guam Legislature

January 22, 2026

Transmitted via Electronic Mail

Virginia Tudela, Interim President
Guam Community College
Virginia.tudela@guamcc.edu

Subject: Invitation to public hearing on Thursday, February 5, 2026, at 8:30 a.m.

Hafa Adai President Tudela,

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Respectfully,

Senator Telo T. Taitague, Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

UOG Invitation to public hearing on Thursday, February 5, 2026, at 8:30 a.m.

1 message

Senator Telo Taitague <senatortelot@gmail.com>

22 January 2026 at 08:00

To: "Dr. Anita Enriquez" <abe@triton.uog.edu>

Håfa adai President Enriquez,

Please see the attached invitation from Senator Taitague to a public hearing on **Thursday, February 5, 2026, at 8:30 a.m.** Kindly confirm receipt of this email and attendance to attend at your earliest convenience.

Si Yu'os Ma'åse,

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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

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238 Archbishop Flores St.

Hagatna, Guam 96910

Tel: (671) 989-8356

Email: senatortelot@gmail.com

2 attachments



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Bill No. 237-38 (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

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

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

January 22, 2026

Transmitted via Electronic Mail

Anita Borja Enriquez, President
University of Guam
abe@triton.uog.edu

Subject: Invitation to public hearing on Thursday, February 5, 2026, at 8:30 a.m.

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Senator Telo T. Taitague, Chairperson



Senator Telo Taitague <senatortelot@gmail.com>

DRT Invitation to public hearing on Thursday, February 5, 2026, at 8:30 a.m.

1 message

Senator Telo Taitague <senatortelot@gmail.com>
To: "Marie P. Lizama" <marie.lizama@revtax.guam.gov>

22 January 2026 at 08:00

Håfa adai Director Lizama,

Please see the attached invitation from Senator Taitague to a public hearing on **Thursday, February 5, 2026, at 8:30 a.m.** Kindly confirm receipt of this email and attendance to attend at your earliest convenience.

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38th Guam Legislature

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Tel: (671) 989-8356

Email: senatortelot@gmail.com

2 attachments



DRT Invitation for 2.5.26 PH.pdf

255K



Bill No. 237-38 (COR).pdf

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Telo T. Taitague

CHAIRWOMAN

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

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

January 22, 2026

Transmitted via Electronic Mail

Marie Lizama, Director
Department of Revenue & Taxation
marie.lizama@revtax.guam.gov

Subject: Invitation to public hearing on Thursday, February 5, 2026, at 8:30 a.m.

Hafa Adai Director Lizama,

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OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
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I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

PUBLIC HEARING AGENDA

Thursday, February 5, 2026 at 8:30 AM

Guam Congress Building, Public Hearing Room

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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

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

PUBLIC HEARING SIGN-IN SHEET

Thursday, February 5, 2026 at 8:30 AM

Public Hearing Room, Guam Congress Building

Bill No. 237-38 (COR) - Telo T. Taitague - "AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39."

NAME:	AGENCY/ ORGANIZATION	POSITION	TESTIMONY	CONTACT INFORMATION
1. Ileana Hernandez	DOL	SUPPORT <input checked="" type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
2. PHYLLIS TOPASNA	GDOL	SUPPORT <input type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
3. Helen Matnas	GDOL	SUPPORT <input checked="" type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
4. David Dell'Isola	GDOL	SUPPORT <input checked="" type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input checked="" type="checkbox"/> ORAL <input checked="" type="checkbox"/>	
5. NAIK SABUAN	GNA	SUPPORT <input checked="" type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
6. Janelle Carrera	GDOL	SUPPORT <input checked="" type="checkbox"/> OPPOSE <input type="checkbox"/>	WRITTEN <input type="checkbox"/> ORAL <input type="checkbox"/>	
7. Greg Masson	GDOL	SUPPORT <input checked="" 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"/>	



DEPARTMENT OF
LABOR

DIPĀTTAMENTON HOMOTNĀT • David M. Dell'Isola, Director • Gerard A. Toves, Deputy Director

Lourdes A. Leon Guerrero
Governor

Joshua F. Tenorio
Lieutenant Governor

February 3, 2026

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 Guahan
Suite 407 DNA Building
238 Archbishop Flores St.
Hagatna, Guam 96910

Dear Chairperson Taitague:

Thank you for this opportunity to testify on Bill 237-38 and for holding this public hearing. We would like to take this time to recognize former Senator Regine Biscoe Lee for authoring the original legislation Bill 128-35 that created the pathway for the Guam Registered Apprenticeship Program (GRAP) Rules and Regulations to undergo the Administrative Adjudication process and soon become law.

The Guam Department of Labor (GDOL) is in full support of the passage of the GRAP Rules and Regulations. GDOL administers the GRAP which is a program that provides tax credit incentives to eligible businesses that employ apprentices who are duly enrolled and registered in the program. Eligible businesses are entitled to tax credits against their gross receipts tax liability equal to fifty percent (50%) of the eligible training costs paid or incurred by the business.

As part of the Administrative Adjudication Act, GDOL held a public hearing on September 23, 2025 to receive input from the community. A final draft of the GRAP Rules and Regulations was transmitted to the Office of the Attorney General on October 9, 2025, who reviewed and approved the proposal on October 24, 2025.

Thereafter, the agency record was transmitted to the Governor of Guam on November 6, 2025, which was reviewed and approved on November 14, 2025.

GDOL has completed all the prerequisites mandated in the promulgation process and properly submitted our record to the Legislature for action. We believe that the GRAP Rules and Regulations submitted to the Legislature as written is sufficient to ensure the fair and equitable administration of the program.

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



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GUAM

We are eager to begin this program as soon as it is enacted into law and highly encourage the Legislators to pass the bill in its final form.

Senseramente,



David Dell'Isola
Director





UNIVERSITY OF GUAM

OFFICE OF THE PRESIDENT

February 13, 2026

The Honorable Telo T. Taitague
Senator, 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

Håfa Adai Senator Taitague,

Thank you for the opportunity to submit testimony on Bill 237-38 (COR), defined as “an act to add a new Chapter 8, Division 1, 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 the Guam Registered Apprenticeship Program pursuant to Public Law 35-39.”

The University of Guam (UOG) supports this continued investment in GRAP, as it has proven to be effective in incentivizing private sector workforce development through tax credits tied to apprentice wages and approved training.

While GRAP has been successfully utilized in partnership with the Guam Community College (GCC), we respectfully encourage the Legislature to explicitly include the University of Guam as an eligible apprenticeship training provider under the program.

UOG offers a range of programs through our academic units and the Global Learning and Engagement office that align with GRAP-approved occupations and private sector workforce needs. These programs include, but are not limited, to accounting, computer science, data science, engineering, nursing, psychology, and social work. These fields are critical and in high demand across Guam’s economy.

Moreover, as of the start of this academic year, we have implemented an Experiential Learning requirement, which necessitates all UOG degree programs to require internships or supervised practical experiences as part of their curriculum. Clarifying UOG’s role within GRAP can strengthen the connection between our existing academic requirements and employer-based apprenticeship opportunities, creating a more streamlined pathway for students while providing employers with a skilled, work-ready talent pool supported by GRAP tax credits.

Tel: +1 671.735.2990 Fax: +1 671.734.2296 Web: www.uog.edu

Mailing Address: 303 University Drive, UOG Station, Mangilao, Guam 96923

The University of Guam is a U.S. Land Grant and Sea Grant Institution accredited by the WASC Senior College and University Commission. UOG is an equal opportunity provider and employer committed to our island wisdom values of inadahi yan inagofli'e: respect, compassion, and community.

OFFICE OF THE PRESIDENT
SUBJECT: Testimony on Bill 237-38 (COR)

Although current GRAP rules and regulations do not necessarily exclude UOG, clearer legislative recognition would encourage collaboration among private employers, the Guam Department of Labor, and UOG to identify eligible occupations and align appropriate academic or professional programs as approved apprenticeship training. This clarification would expand training options for employers, strengthen workforce development, and maximize the impact of GRAP without disrupting existing partnerships.

Thank you for your consideration and continued commitment to building Guam's workforce.

Si Yu'os Ma'åse,



Sharleen Q. Santos-Bamba, Ph.D.
Acting President

Tel: +1 671.735.2990 Fax: +1 671.734.2296 Web: www.uog.edu
303 University Drive, UOG Station, Mangilao, Guam 96923

The University of Guam is a U.S. Land Grant and Sea Grant Institution accredited by the WASC Senior College and University Commission. UOG is an equal opportunity provider and employer committed to diversity, equity, and inclusion through island wisdom values of inadahi yan inagofli'e: respect, compassion, and community.

Messages & Communications Doc. No. 38GL-25-1497.

From 38th Committee On Rules <committeeonrules@guamlegislature.gov>
Date Wed 11/19/2025 12:33 PM
To Guam Legislature Clerks <clerks@guamlegislature.gov>
Cc Frank Blas Jr. <speakerblas@guamlegislature.gov>

Háfa Adai Clerk's Office,

Please see attached, Messages & Communications Doc. No. 38GL-25-1497 for processing:

✓	38GL-25-1497	Department of Labor	<p>Transmittal to I Liheslaturan Guåhan of Proposed Rules and Regulations pursuant to the Administrative Adjudication Law "Guam Administrative Rules and Regulations which would add a new Division 1 to Chapter 8 of Title 17 relative to the administration of Guam Registered Apprenticeship Program (GRAP).".</p> <p>This is a Transmittal to I Liheslaturan Guåhan of Proposed Rules and Regulations pursuant to the Administrative Adjudication Law "Guam Administrative Rules and Regulations which would add a new Division 1 to Chapter 8 of Title 17 relative to the administration of Guam Registered Apprenticeship Program (GRAP).".</p>
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Please retrieve Doc. No. 38GL-25-1497 from link below:

[Messages & Communications Physical Scanned Copy - Google Drive](#)

Kindly reply to this email



Si Yu'os ma'åse',

Marie Crisostomo

Committee on Rules Assistant

COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson

I Mina'trentai Ocho Na Liheslaturan Guåhan

38th Guam Legislature

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Messages and Communications for 38GL-25-1497.

2 messages

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

Wed, Nov 19, 2025 at 10:55 AM

To: Sabrina Salas Matanane <office.senatorbri@guamlegislature.gov>, 38th Committee On Rules <committeeonrules@guamlegislature.gov>

Håfa Adai,

Please see attached M&C Doc. No. 38GL-25-1497

38GL-25-1497	Department of Labor	Transmittal to I Liheslaturan Guåhan of Proposed Rules and Regulations pursuant to the Administrative Adjudication Law "Guam Administrative Rules and Regulations which would add a new Division 1 to Chapter 8 of Title 17 relative to the administration of Guam Registered Apprenticeship Program (GRAP)."
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*Si Yu'os Ma'åse'**Marc Catahau*

Legislative Assistant


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

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

speakerblas@guamlegislature.gov

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 **38GL-25-1497.pdf**
20436K**38th Committee On Rules** <committeeonrules@guamlegislature.gov>

Wed, Nov 19, 2025 at 11:33 AM

To: "Speaker Frank Blas Jr." <speakerblas@guamlegislature.gov>

Håfa Adai,

Received, and thank you.

*Si Yu'os ma'åse',***Marie Crisostomo**

Committee on Rules Assistant

COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson

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

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[Quoted text hidden]



DEPARTMENT OF LABOR

38GL-25-1497

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

Lourdes A. Leon Guerrero
Governor

Joshua F. Tenorio
Lieutenant Governor

OFFICE OF THE SPEAKER
FRANK F. BLAS JR.

November 17, 2025

NOV 19 2025

Honorable Frank Blas, Jr.
Speaker
I Mina' Trentai Ocho Na Liheslaturan Guåhan
Guam Congress Building
163 Chalan Santo Papa
Hagåtña, Guam 96910

Time: 10:24 AM
Received: [Signature]

Subject: This is a Transmittal to *I Liheslaturan Guahan* of Proposed Rules and Regulations pursuant to the Administrative Adjudication Law

Dear Speaker Blas:

The Guam Department of Labor (GDOL) has completed all the requirements for the Guam Administrative Rules and Regulations which would add a new Division 1 to Chapter 8 of Title 17. This chapter is relative to the administration of the Guam Registered Apprenticeship Program (GRAP). This rulemaking was initiated in compliance with Public Law 35-39.

A public hearing was properly noticed on September 12, 2025 pursuant to the Administrative Adjudication Act and the hearing was held on September 23, 2025 at 2:00 p.m. at the Department of Parks and Recreation's Conference Room in Hagåtña. Members of the public were given an opportunity to provide oral and written testimony and such testimony was considered in developing the final draft. A copy of the entire agency record is attached as Appendix A.

GDOL transmitted the agency record to the Attorney General on October 9, 2025, who reviewed and approved the GRAP Proposed Rules and Regulations on October 24, 2025.

The agency record was then transmitted to the Governor of Guam on November 6, 2025, which was reviewed and approved on November 14, 2025.

GDOL is hereby transmitting its Proposed Rules and Regulations to you following the Attorney General's and Governor of Guam's written review and approval in accordance with the Administrative Adjudication Law for your review and written approval in conformance with policy, as required by statute.

If you have any questions or concerns about any of the documents provided to you, please contact our office at 671-475-7000/1 or email Ms. Janela Carrera at janela.carrera@dol.guam.gov. Thank you for your time and attention to this matter.

Sincerely,


David Dell'Isola
Director



38GL-25-1497
Messages and Communications

RECEIVED
COMMITTEE ON RULES
November 19, 2025

10:55 a.m.
Marie Crisostomo

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





OFFICE OF LEGAL COUNSEL

Ufsinan I Maga'hågan Guåhan
OFFICE OF THE GOVERNOR

LOURDES A. LEON GUERRERO
GOVERNOR OF GUAM

JOSHUA F. TENORIO
LIEUTENANT GOVERNOR OF GUAM

TRANSMITTED VIA CENTRAL FILES

November 14, 2025

DAVID M. DELL'ISOLA

Director

GUAM DEPARTMENT OF LABOR
414 West Soledad Avenue
Suite 400, GCIC Building
Hagåtña, Guam 96910

Re: REVIEW OF RULES & REG. RE REGISTERED APPRENTICESHIP PROGRAM | CF#2025-24805

Håfa Adai Director Dell'Isola:

The following document is transmitted with the signature of *I Maga'hågan Guåhan*:

DEPARTMENT OF LABOR | CF#2025-24805

Review of Administrative Rules and Regulations, Guam Registered Apprenticeship Program,
Guam Administrative Rules and Regulations, Title 17, Chapter 8, Division 1

Any questions or concerns can be sent directly to the Legal Counsels via email at legal@guam.gov.
You may also call our office at (671) 473-1117/8.

Senseramente,

ALEXANDER FORD

Assistant Legal Counsel

Enclosure(s): Rules & Reg. | C#2025-24805

cc via email: *I Maga'hågan Guåhan*
I Sigundo Maga'låhen Guåhan

LOURDES A. LEON GUERRERO
GOVERNOR



JOSHUA F. TENORIO
LT. GOVERNOR

UFISINAN I MAGA'HĀGAN GUĀHAN
OFFICE OF THE GOVERNOR OF GUAM

In accordance with 5 GCA § 9303(a)(2), the Guam Department of Labor submitted for my review and approval its proposed Administrative Rules and Regulations. These proposed rules and regulations were required by Public Law No. 35-39.

The submission included:

- One duplicate printed copy
- One electronic copy
- A copy of the agency record, including the transcript of the public hearing, as required by law
- Preliminary Cost Impact Assessments

Pursuant to 5 GCA § 9303(a)(4), after review of the submitted documents, I approve the proposed administrative rules and regulations.

Senseramente,

A handwritten signature in black ink, appearing to read "Lourdes A. Leon Guerrero".

LOURDES A. LEON GUERRERO
Maga'hāgan Guāhan
Governor of Guam

RICARDO J. BORDALLO GOVERNOR'S COMPLEX
513 W. Marine Corps Drive Hagåtña, Guam 96910
governor.guam.gov | (671) 472-8931



DEPARTMENT OF LABOR

DIPĀTTAMENTON HOMOTNĀT • David M. Dell'Isola, Director • Gerard A. Toves, Deputy Director

Lourdes A. Leon Guerrero
Governor

Joshua F. Tenorio
Lieutenant Governor

November 6, 2025

Honorable Lourdes A. Leon Guerrero
Governor of Guam
Ricardo J. Bordallo Governor's Complex
Hagåtña, GU 96910

RE: Review of Administrative Rules & Regulations, Guam Registered Apprenticeship Program, Guam Administrative Rules & Regulations, Title 17, Chapter 8, Division 1

Dear Governor Leon Guerrero:

The Guam Department of Labor (GDOL) has completed all the requirements for the Guam Administrative Rules and Regulations which would add a new Division 1 to Chapter 8 of Title 17. This chapter is relative to the administration of the Guam Registered Apprenticeship Program. This rulemaking was initiated in compliance with Public Law 35-39.

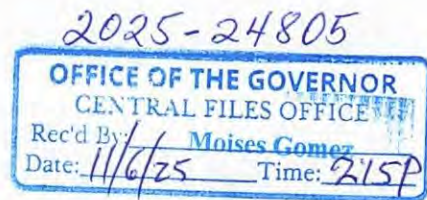
A public hearing was properly noticed on September 12, 2025 pursuant to the Administrative Adjudication Act and the hearing was held on September 23, 2025 at 2:00 p.m. at the Department of Parks and Recreation's Conference Room in Hagåtña. Members of the public were given an opportunity to provide oral and written testimony and such testimony was considered in developing the final draft. A copy of the entire agency record is attached as Appendix A. The agency record was transmitted to the Attorney General on October 9, 2025 and was subsequently reviewed and approved by the Attorney General on October 24, 2025.

GDOL is hereby transmitting its proposed rules and regulations to you following the Attorney General's review and approval in accordance with the Administrative Adjudication Act for your review and written approval in conformance with policy, as required by statute.

If you have any questions or concerns about any of the documents provided to you, please contact our office at 671-475-7000/1 or email Ms. Janela Carrera at janela.carrera@dol.guam.gov. Thank you for your time and attention to this matter.

Senseramente,


David Dell'Isola
Director



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



CERTIFICATION OF AGENCY RECORD

Administrative Rules and Regulations of the Government of Guam
Title 17, Chapter 6

To: Office of the Governor
From: Guam Department of Labor Director's Office
Subject: Certification of Agency Record

Hafa adai,

This certification is relative to the official record of actions taken by the Guam Department of Labor as it followed the requirements in the Administrative Adjudication Law to promulgate rules and regulations regarding the Guam Registered Apprenticeship Program under Public Law 35-39.

The Agency Record includes:

- Acknowledgement of Receipt from AG Moylan
- AG's Review and Approval of GAR
- Letter to AG Moylan
- Final Draft Rules
- Public Hearing Minutes
- Cost Impact Statement
- Public Hearing Report
- Public Law 35-39
- Public Law 37-53
- Fiscal Notes for Bill 128-35 (COR) & Bill 168-35 (COR)
- Link to Live Video/Audio Public Hearing Recording:
<https://www.youtube.com/watch?v=P2NoRAMXUiM&t=400s>

Printed copies of these records were delivered to your office on November 6, 2025. Digital copies are attached.

I hereby certify that the agency record is accurate and complete.



Director, Guam Department of Labor

11/06/25

Date



ACKNOWLEDGEMENT OF RECEIPT

DATE: October 29, 2025

TO: Department of Labor

SUBJECT: Review of Administrative Rules & Regulations, Guam Registered Apprenticeship Program, Guam Administrative Rules & Regulations, Title 17, Chapter 8, Division 1

- (1) Administrative Rules & Regulations
- (1) Letter prepared by the Assistant Attorney General

Print Name

Signature

Date & Time

Office of the Attorney General
Douglas B. Moylan · Attorney General of Guam

134 W Soledad Avenue, Ste 302 · Hagatña, Guam 96910 · USA
671-475-2709 · 671-475-2493 (fax) · solicitors@oagguam.org · www.guamattorneygeneral.org
"Guam's Toughest Law Enforcers"



To: David Dell'Isola
Director
Guam Department of Labor

Fr: Chisa Tillman
Assistant Attorney General
Solicitors Division

Re: Review of Administrative Rules & Regulations for Guam Department of Labor's ("GDOL") Guam Registered Apprenticeship Program ("GRAP"), Title 17, Guam Administrative Rules & Regulations ("GAR"), Chapter 8, Division 1
OAG PCF No. DOL 25-0513.

Date: October 24, 2025

The Office of the Attorney General ("OAG") is in receipt of the Administrative Rules & Regulations for Guam Department of Labor's ("GDOL") Guam Registered Apprenticeship Program ("GRAP"), Title 17, Guam Administrative Rules & Regulations ("GAR"), Chapter 8, Division 1. The GAR is recommended for approval as to legality and form.

A public hearing was probably noticed on September 12, 2025 pursuant to the Administrative Adjudication Act and the hearing was held on September 23, 2025 at 2:00 p.m. The primary objective of the GRAP is to equip the citizens of Guam with invaluable work training skills, thereby fostering economic mobility and empowering individuals to ascend the economic ladder. Through targeted training and comprehensive skill development, the GRAP aims to address existing workforce gaps and enhance the overall employability of participants.

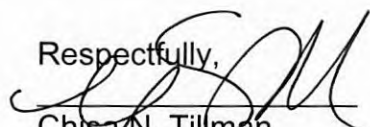
A key benefit of the GRAP will be its emphasis on facilitating access to skilled labor opportunities. Participants will gain the expertise necessary to secure positions that not only offer stable employment but also provide the opportunity to earn significantly more than the prevailing minimum wage. This focus on higher-paying

Office of the Attorney General
Douglas B. Moylan · Attorney General of Guam

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"Guam's Toughest Law Enforcers"

skilled trades is anticipated to contribute directly to an improved standard of living for its' participants.

This proposed GAR is poised to deliver substantial and far-reaching benefits for both Guam's workforce and its broader economy. By investing in human capital and creating pathways to skilled employment, the GAR is expected to stimulate economic growth, reduce unemployment, and enhance the overall competitiveness of the island's labor market. Therefore, it is recommended that the Attorney General approve this GAR.

Respectfully,

Chisa N. Tillman
Assistant Attorney General



DEPARTMENT OF
LABOR

176928
10/10/25
M

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

Lourdes A. Leon Guerrero
Governor

Joshua F. Tenorio
Lieutenant Governor

October 9, 2025

Douglas Moylan
Attorney General
Office of the Attorney General
590 S Marine Corps Drive
Ste 901
Tamuning, GU 96913

RE: Review of Administrative Rules & Regulations, Guam Registered Apprenticeship Program, Guam Administrative Rules & Regulations, Title 17, Chapter 8, Division 1

Dear Attorney General Moylan:

The Guam Department of Labor (GDOL) has completed all the requirements for the Guam Administrative Rules and Regulations which would add a new Division 1 to Chapter 8 of Title 17. This chapter is relative to the administration of the Guam Registered Apprenticeship Program. This rulemaking was initiated in compliance with Public Law 35-39.

A public hearing was properly noticed on September 12, 2025 pursuant to the Administrative Adjudication Act and the hearing was held on September 23, 2025 at 2:00 p.m. at the Department of Parks and Recreation's Conference Room in Hagåtña. Members of the public were given an opportunity to provide oral and written testimony and such testimony was considered in developing the final draft. A copy of the entire agency record is attached as Appendix A.

GDOL is hereby transmitting its proposed rules and regulations to you in accordance with the Administrative Adjudication Act for your review and written approval in conformance with policy, as required by statute.

If you have any questions or concerns about any of the documents provided to you, please contact our office at 671-475-7000/1 or email Ms. Janela Carrera at janela.carrera@dol.guam.gov. Thank you for your time and attention to this matter.

Sincerely,

David Dell'Isola
Director

2:20 176928
RECEIVED
OFFICE OF THE ATTORNEY GENERAL
SOLICITOR DIVISION
10/10/25

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



APPENDIX A



DEPARTMENT OF
LABOR

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

Lourdes A. Leon Guerrero
Governor

Joshua F. Tenorio
Lieutenant Governor

Public Hearing
Proposed Rules and Regulations
Guam Registered Apprenticeship Program
September 23, 2025 – 2:00 p.m.
Department of Parks and Recreation Conference Room, Hagatna
AGENDA

- I. Call to Order**
- II. Roll Call**
- III. Opening Remarks**
 - 1. Guam Registered Apprenticeship Program Proposed Rules & Regulations
 - 2. General
- IV. Public Testimony**
- V. Adjournment**

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



DEPARTMENT OF

LABOR

DIPĀTTAMENTON HOMOTNĀT • David M. Dell'Isola, Director • Gerard A. Toves, Deputy Director

Lourdes A. Leon Guerrero
Governor

Joshua F. Tenorio
Lieutenant Governor

Public Hearing Minutes
Guam Registered Apprenticeship Program
Draft Rules and Regulations
September 23, 2025 - 2:00 P.M.

Department of Parks and Recreation Conference Room

- Officials in attendance
 - David Dell'Isola - Director
 - Janela Carrera - Public Information Officer
 - Greg Massey - Administrator, ALPCD/Wage & Hour
 - Phyllis Topasna - State Apprenticeship Administrator
 - Navis Sablan - Management Analyst I - GRAP

Janela Carrera: Hafa Adai and welcome everyone to the public hearing for the proposed rules and regulations for the Guam registered apprenticeship program. The time now is 2:02 pm and the Guam Department of Labor officially opens this meeting. My name is Janela Carrera and I'm the special projects coordinator at the Guam Department of Labor.

Today is September 23rd, 2025 and we are here at the Department of Parks and Recreation conference room in Hagatna, Guam. I'd like to turn over the floor to the director, Mr. David Dell'Isola for opening remarks.

David Dell'Isola: Thank you, Janela. Welcome everyone and thank you for taking the time to attend this public hearing and for providing your input. Before we begin accepting and hearing your comments, we would like to go over the proposed rules and regulations for the Guam registered apprenticeship program. I would like to introduce my team here today with me. Phyllis Topasna, who is our state apprenticeship agency coordinator; Navis Sablan, management analyst who oversees the Guam registered apprenticeship tax program processing; Greg Massey who helped draft the registered the rules and the regs for the registered program; and Janela Carrera, who is our PIO. At this time, I would like to have Janela to give a summary of the public law.

Janela Carrera: Thank you. So Public Law 35-39 amended 22 GCA Chapter 10 on October 14, 2019, specifically subsection 10107, requiring the Department of Labor to promulgate rules and regulations which may find it necessary in order to carry out its responsibilities in the administration and enforcement of the provisions of the law as it relates to the Guam registered apprenticeship program also known as GRAP or G-RAP. Program eligibility requires participants to submit an application to the Guam Department of Labor along with a certificate of registration or approved apprenticeship standards.

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



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Participants must also submit other documentation to verify residency, assigned apprenticeship employment contract and clearances.

In the first quarter of each fiscal year, the director will establish a list of skilled occupations and trades that correspond to recognized US Department of Labor Office of Apprenticeship Apprenticeship Programs. Regarding tax credits certification, active program participants may apply for certification from the director of labor by submitting an application on GRAP Form 2. When this form along with associated documents are submitted, they will be reviewed for completeness and compliance. The application will be issued on the official filing date. All claim costs must fall within the previous three calendar years.

Participants must demonstrate that they do not hold a qualifying certificate with the Guam Economic Development Authority. The director of labor will issue a certification within 90 calendar days. A processing fee will be assessed after determining that all training costs claimed by the employers are allowable. The department will calculate the amount of 50% of the eligible training costs claimed on the application for tax credit purposes. The department will then assess a two and a half percent fee of the requested tax credit amount. The GRAP processing fee must be paid at the time of the release of the GRAP certification and can be paid by money order or cashier's check. Failure to pay the processing fee by the due date will result in the return of the employer's application. After reviewing applications for tax credits, the director may elect to deny or disallow claimed training costs for particular reasons such as costs not being associated with the training of apprentices, employer misrepresenting material facts or fraud, claimed costs were incurred in a period exceeding three years, program participants are not in compliance with program rules, the program participant owes back wages, and other reasons. Eligible training costs include direct wages of the apprentice, direct medical and dental, journey worker wages and their medical and dental, apprentices related training and instruction, personal protective equipment, administrative costs associated with administrative functions managing the GRAP, and other associated costs that must be approved by the director. Supporting documents must be submitted. Director.

David Dell'Isola: The promulgation of the rules and regs is governed by the administrative adjudication law, which is required that at least 10 days before the public hearing a notice appears in the newspaper of general circulation in Guam announcing the date. The time and place of a public hearing. The Guam Department of Labor did comply with this requirement by publishing an announcement in the Guam Daily Post on September 12, 2025. Copies of the final draft of the proposed rules and regs were made available at the Director's Office as well as online at dol.guam.gov.

This meeting is also live streamed on YouTube, on our YouTube page at Guam Department of Labor. Now I'll turn it over back to Janela to go over some housekeeping matters before we open the floor to accept testimony.

Janela Carrera: Thank you, Director. Again, we thank all of you for attending and for your time. We'd like to give everyone an opportunity to speak and provide testimony. We'll call upon those who signed in, anyone who signed in to provide their testimony on a first come first serve basis. In order to accommodate as many people as possible, we ask anyone who would like to provide testimony to limit their time so that everybody is able to have fair input.

And just as a reminder, this is not a forum for back and forth discussion. Anybody who is unable to

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provide testimony in person today can provide testimony via email. We will continue to accept written testimony and that can be submitted via email to customer service at dol.guam .gov. We will accept testimony until 5 p.m. today, that's September 23, 2025, Tuesday. Until 5 p.m. today, again, the email address that you can submit your testimony is customer service at dol.guam .gov if you're unable to make it to the public hearing that we are hosting right now. So, we are now opening up the floor to receive public testimony if anybody would like to provide any. I just want to note that we are going to give this a few more minutes.

There is no one physically present or signed in to provide testimony at this time, but we will give it a few more minutes in case there are any late comers. Thank you. Thank you. Thank you. Thank you. Thank you. Thank you. Thank you. Thank you. Thank you. Thank you. Thank you. Thank you.

Thank you. All right, so no one has physically been present at this meeting, so at this time we have, we consider this, GRAP rules and regs publicly heard. And again, if you'd like to submit a written testimony, you may send it via email at customer service at dol.guam .gov until 5 p.m. today, September 23, 2025. The time now is 2.16 p.m. and this meeting is adjourned. Thank you.

—
The Guam Department of Labor did not receive any oral or written testimony for the Guam Registered Apprenticeship Program Rules and Regulations by the deadline of 5:00 p.m. on September 23, 2025.

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Notice of Public Hearing - Guam Registered Apprenticeship Program Rules and Regulations

 PRINT

Notice of Public Hearing - Guam Registered Apprenticeship Program Rules and Regulations

PUBLIC HEARING




 **Posted on:** 09/13/2025 08:57 AM

 **Posted by:** Janela Carrera


 **Public Hearing Date:** 09/23/2025 02:00 PM

 **Department(s):**


DEPARTMENT OF LABOR (/notices?department_id=31)

 **Division(s):** DEPARTMENT OF LABOR (/notices?division_id=201)

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Notice of Public Hearing

The Guam Department of Labor is seeking public input on the proposed administrative rules and regulations for the Guam Registered Apprenticeship Program under Public Law 35-39.

A public hearing will be held on Tuesday September 23, 2025, at 2:00 p.m., at the Department of Parks and Recreation Conference Room, Paseo de Susana, 1, Hagatna, Guam, 96910. The public is invited to attend and provide testimony.

Copies of the proposed administrative rules and regulations are on file and available for examination at the GDOL Director's Office located on the 3rd floor of the GCIC Building in Hagatna (Suite 300) and on the GDOL website at dol.guam.gov.

For more information, please contact GDOL at 671-475-7000/1 or email customerservice@dol.guam.gov. Requests for reasonable accommodations must be made at least 72 hours in advance.

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Authorized Name Janela Carrera

Authorized Signature [Signature]

Date 09/22/25

NOTICE OF PUBLIC HEARING

The Guam Department of Labor is seeking public input on the proposed administrative rules and regulations for the Guam Registered Apprenticeship Program under Public Law 35-39.

A public hearing will be held on Tuesday September 23, 2025, at 2:00 p.m., at the Department of Parks and Recreation Conference Room, Paseo de Susana, 1, Hagåtña, Guam, 96910. The public is invited to attend and provide testimony.

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For more information, please contact GDOL at 671-475-7000/1 or email customerservice@dolguam.gov. Requests for reasonable accommodations must be made at least 72 hours in advance.



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Sanjeron, Guam 96913 • P.S.A.
(671) 475-2195 • (671) 475-3343 (fax)
douglasb@postguam.org
Attorneys for the People of Guam

IN THE SUPERIOR COURT OF GUAM
IN THE INTEREST OF:) Juvenile Case No.
C.M.R./DOB 03/21/2024L) JPO109-24
Minor) Summons

To: **DAVID PANGELINAN CRUZ**, Natural Father
c/o Department of Corrections, Mangilao

You are hereby summoned to appear via zoom, before the **HONORABLE LINDA L. INGLES**, at the Judiciary of Guam, Superior Court of Guam, 120 West O'Brien Drive, Hagåtña, Guam, for a court hearing on:

FRIDAY, OCTOBER 3, 2025 AT 2:00 P.M.
Zoom meeting ID: 716 711 9213 / Password: 76504

"YOUR PARENTAL AND CUSTODIAL DUTIES AND RIGHTS CONCERNING THE CHILD WHO IS THE SUBJECT OF THE ABOVE MAY BE TERMINATED BY AWARD OF PERMANENT CUSTODY IF YOU FAIL TO APPEAR ON THE DATE THAT IS SET FORTH IN THIS SUMMONS." **YOU MAY BE HELD IN CONTEMPT IF YOU FAIL TO APPEAR ON THE DATE SET FORTH IN THIS SUMMONS.**

Dated: SEP 09 2025.

CLERK, SUPERIOR COURT OF GUAM
BY: **Sheila K. Castro**
Deputy Clerk

Douglas B. Meylan
Attorney General of Guam
Office of the Attorney General
Family Division
190-Y Marine Corps Drive, 11th Bldg, Ste. 106
Sanjeron, Guam 96913 • P.S.A.
(671) 475-2195 • (671) 475-3343 (fax)
douglasb@postguam.org
Attorneys for the People of Guam

IN THE SUPERIOR COURT OF GUAM
IN THE INTEREST OF:) Juvenile Case No.
C.M.R./DOB 03/21/2024L) JPO109-24
Minor) Summons

To: **UNKNOWN FATHER**
Address Unknown

You are hereby summoned to appear via zoom, before the **HONORABLE LINDA L. INGLES**, at the Judiciary of Guam, Superior Court of Guam, 120 West O'Brien Drive, Hagåtña, Guam, for a court hearing on:

FRIDAY, OCTOBER 3, 2025 AT 2:00 P.M.
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Dated: SEP 09 2025.

CLERK, SUPERIOR COURT OF GUAM
BY: **Sheila K. Castro**
Deputy Clerk

OLIVER WESTON BORDALLO, ESQ.

302 Agaña Bay Condominium
182 Trankilo Street, Tamuning, Guam 96913
Phone: (671) 649-4230 Fax: (671) 649-5231

Petitioner and Attorney for
Melvin Deloy Ramos

IN THE SUPERIOR COURT OF GUAM
IN THE MATTER OF THE ESTATE OF
DIONISIO RAMOS,
Deceased.

PROBATE CASE NO. PRO121-25
AMENDED NOTICE OF HEARING ON PETITION
FOR LETTERS OF ADMINISTRATION

THIS NOTICE IS REQUIRED BY LAW. YOU ARE NOT REQUIRED TO APPEAR IN COURT UNLESS YOU DESIRE.

NOTICE IS HEREBY GIVEN that OLIVER WESTON BORDALLO, ESQ., has filed herein a Petition for Letters of Administration upon the Estate of Dionisio Ramos, deceased, and that said Petition has been set for hearing on SEP 18, 2025, at 9:30 a.m. in the courtroom of the Superior Court of Guam, Judicial Center, 120 West O'Brien Drive, in Hagåtña, Guam.

All persons having any interest in the above-entitled proceedings are hereby notified to appear at the time and place set for said hearing and show cause, if any they have, why the Petition should not be granted. Reference is hereby made to the said Petition for further particulars.

Dated at Hagåtña, Guam, this AUG 13 2025

CLERK OF COURT, SUPERIOR COURT OF GUAM
By: **Pauline I. Untalan**
Chamber Courtroom Clerk

You may appear in person at the Courtroom of Judge Dana A. Gutierrez, 120 West O'Brien Drive, Hagåtña, GU if you may participate via Zoom to appear online. guamcourts.org and enter the Meeting ID: 639 78740380 and Passcode: 189701. For technical assistance, please call (671) 475-3207. See US-18-0001 for the designated hearing time.

MCDONALD LAW OFFICE, LLC
171-A Juvani Avenue, Suite 207A
Hagåtña, Guam 96910
Telephone: (671) 368-8886
Facsimile: (671) 477-9316
Email: guam@mcdonaldlaw.com

IN THE SUPERIOR COURT OF GUAM
IN THE MATTER OF THE ESTATE OF
AURELIA MAEKAWA CRUZ,
Deceased,

BY
CHARLES H. McDONALD II,
Petitioner

Superior Court of Guam Case No. PRO148-24

NOTICE OF CONTINUED HEARING

THIS NOTICE IS REQUIRED BY LAW. YOU ARE NOT REQUIRED TO APPEAR IN COURT UNLESS YOU DESIRE.

1. NOTICE IS HEREBY GIVEN that **Charles H. McDonald II** has filed an Amended Petition for Probate of Will and for Letters of Administration with Will Assented, reference to such petition is hereby made for further particulars.

2. A continued hearing on the Petition will be held on **Wednesday, September 17, 2025 at 9:00 a.m.** before Judge Dana A. Gutierrez in the Superior Court of Guam.

3. To attend or participate in the hearing you may appear in person at the courtrooms of Judge Dana A. Gutierrez, 120 West O'Brien Drive, Hagåtña, Guam or you may appear via Zoom by logging onto <https://guamcourts.org> and enter the Meeting ID: 639 78740380 and Passcode: 189701. For technical assistance, please call (671) 475-3207. See US-18-0001 for the designated hearing time.

Dated: August 13 2025

JANICE M. CAMACHO PEREZ
Clerk of Court, Superior Court of Guam
By: **Pauline I. Untalan**
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17 GAR - Labor Relations
Division 1- Department of Labor
FINAL DRAFT- FOR PUBLIC HEARING

CHAPTER 8
GUAM REGISTERED APPRENTICE PROGRAM

- §8101 Authority
- §8102 Definitions
- §8103 Program Eligibility
- §8104 Approved Demand Occupations Listing
- §8105 GRAP Tax Credit Certification
- §8106 Denial of Tax Credit
- §8107 Eligible Training Costs
- §8108 Cooperative Programs Authorized
- §8109 Electronic Filing of Documents
- §8110 Fraud and Abuse
- §8111 Disqualification Appeal
- §8112 Technical Assistance Guide
- §8113 Petitions
- §8114 Severability

§8101. Authority. Public Law 35-39 amended 22 GCA Chapter 10 on October 14, 2019, specifically §10107 requires the Guam Department of Labor to promulgate Rules and Regulations, which it may find necessary in order to carry out its responsibilities in the administration and enforcement of the provisions of the law as it relates to the Guam Registered Apprenticeship Program.

§8102. Definitions. The definitions set forth herein shall govern the construction and interpretation of this Chapter:

- a) “Apprentice” means an employee of a business participating in the Guam Registered Apprenticeship Program who is at least 16 years of age, except when a higher minimum age is otherwise fixed by law, and who is employed to learn a skilled trade.
- b) “Apprenticeship Program” or “Apprenticeship Training Program” means a comprehensive training program designed to teach an apprentice how to perform all duties in a recognized skilled craft or trade. at the journeyman level that is described by a plan containing all terms and conditions for qualification, recruitment, selection, employment and training of apprentices and a written apprenticeship agreement.

- 1
2 c) "USDOL-OA" means the Office of Apprenticeship of the U.S. Department of Labor.
3
4 d) "USDOL-OA Certification" shall mean evidence from the USDOL-OA that the
5 program participant has a registered and approved apprenticeship training program.
6
7 e) "Business" means a professional group, association, corporation, partnership, sole
8 proprietorship, trust, foundation, or any other individual or organization carrying on
9 any business whether or not operated for profit.
10
11 f) "GDOL" and "Department" means the Guam Department of Labor.
12
13 g) "Director" means the Director of the Guam Department of Labor.
14
15 h) "Employer" means a business employing an apprentice whether or not such business
16 has an apprenticeship agreement with the apprentice.
17
18 i) "Instructor/Mentor" or "Journey Worker" means a worker who has attained a level of
19 skill, abilities and competencies recognized within an industry as having mastered the
20 skills and competencies required for the occupation. (Use of the term may also refer
21 to a mentor, technician, specialist or other skilled worker who has documented
22 sufficient skills and knowledge of an occupation, either through formal
23 apprenticeship or through practical on-the-job experience and formal training) or
24 worker approved by the Director.
25
26 j) "GRAP" shall mean the Guam Registered Apprenticeship Program, which provides
27 tax credits for Registered Apprenticeship.
28
29 k) "GRAP Certification" or "Guam Registered Apprentice Program Certification" shall
30 mean a certification issued by the Director of Labor to the program participant and
31 the Tax Commissioner, detailing the amount eligible for tax credit under this
32 program.
33
34 l) "Institution of Higher Education" means the Guam Community College, the
35 University of Guam, licensed post-secondary institutions or licensed post-secondary
36 training programs.
37
38 m) "Occupational List" means a list of occupations prioritizing needed trades that
39 corresponds with a USDOL-OA apprenticeship training program that lists the
40 occupational trades approved for apprenticeship training within the Program.
41
42 n) "Program" means Registered Apprenticeship , an occupationally driven training
43 program meeting the standards of the U.S. Department of Labor, Office of
44 Apprenticeship, that is recognized and approved as an occupational priority by DOL
45 to which this Chapter applies.
46
47 o) "Program Participant" or "Participant" means an employer that employs apprentices
48 who receive training through a program provider of a registered apprenticeship

1 program.

- 2
- 3 (o) "Program Provider" means a business or institution of higher education that
- 4 conducts a registered apprenticeship program recognized by the U.S. Department of
- 5 Labor Office of Apprenticeship. A business with a registered apprenticeship program
- 6 may be both a program participant and a provider program.
- 7
- 8 (p) "Tax Commissioner" means the Tax Commissioner of Guam, the Director of
- 9 Revenue and Taxation.
- 10
- 11 (q) "Tax credit" means an offset to gross receipts tax owed by a business equal in amount
- 12 to fifty percent (50%) of all eligible costs paid or incurred by a program participant
- 13 to train an apprentice.
- 14
- 15 (r) "Trade" means the skilled practice of an occupation.
- 16
- 17 (s) "USDOL" means the United States Department of Labor.
- 18
- 19 (t) "Quarter" means a three-month period in the Government of Guam's fiscal year. Such
- 20 quarters are 1st quarter - October 1st to December 31st, 2nd quarter - January 1st to
- 21 March 31st, 3rd quarter - April 1st to June 30th, and 4th quarter - July 1st to
- 22 September 30th
- 23
- 24

25 **§8103. Program Eligibility.** Program Participants must submit to GDOL:

26

- 27 (a) an original and one copy of **GRAP Form 1** - Application for Guam Registered
- 28 Apprenticeship Program Tax Credit, along with the following:
- 29
- 30 (1) USDOL-OA Certificate of Registration *or* the Approved Apprenticeship
- 31 Standards, or other document acceptable to the Department.
- 32 (2) Affirmative Action Plan, subject to the Director's discretion.
- 33 (3) Residency verification indicating that the apprentice is a resident of Guam not
- 34 less than three years.
- 35 (4) Verification of US citizenship or permanent residency. (Use of I-9 form will
- 36 satisfy this requirement.)
- 37 (5) Signed Apprenticeship Employment Contract which contains a stipulation that
- 38 Apprentice will continue to work for the employer for an additional year for
- 39 each year of training provided under the apprenticeship program.
- 40 (6) Proof of registration on the GDOL's official online job bank.
- 41 (7) Proof of clearance from GDOL Wage and Hour Division and the Guam
- 42 Economic Development Authority.
- 43
- 44 (b) Applications will be reviewed for completeness and if any deficiencies are found,
- 45 applications will be returned to program participant for correction. Upon receipt of
- 46 the completed GRAP Form 1, the Director will then approve or deny entry into the
- 47 program.

1
2 (c) Program participants are required to renew their application annually.

- 3
4 (1) Application must be submitted at least 30 days in advance of the anniversary
5 date of the current approval
6 (2) Failure to submit a timely renewal will result in disqualification from the
7 program, subject to the concurrence of the Director
8 (3) Renewal will be contingent on the updating of the employer's records in
9 RAPIDS or the system being used to track apprenticeships by GDOL at the time
10 of application.

11
12 **§8104. Approved Demand Occupations Listing.** In the first quarter of each fiscal year, the
13 Director shall establish a list of skilled occupations and trades that correspond to recognized
14 USDOL-OA apprenticeship programs. At this time, the Director may amend a prior year's
15 occupational list by adding or removing select occupations. However, if no changes are
16 necessary, the Director may adopt the previous year's list.

17
18 (a) USDOL-OA approved apprentice occupations listing is automatically adopted
19 each year.

- 20
21 (1) Approved occupations at October 1st of each year will be extracted from the
22 appropriate USDOL source and inserted into the GRAP listing.
23 (2) Unique local occupations which were previously approved may be added or
24 deleted as deemed appropriate by the Director

25
26 (b) Adding new occupations not on USDOL-OA list –

- 27
28 (1) Any deviation of a particular apprenticeship from the approved standards shall
29 be considered a new occupation and be given a unique name and be subject to
30 addition to the Approved Demand Occupations Listing.
31 (2) Employer must submit an application to establish the new apprenticeable
32 occupation
33
34 (3) The Director must approve the new occupation before it may be used in the
35 program.

36
37 (c) The Director shall not certify eligible training costs for the purposes of a tax credit
38 for a new occupation until the list is approved by the Director pursuant to 22 GCA
39 § 10104

40
41 (d) Emphasis on Selected Industries- The Director will promote apprenticeship
42 occupations mandated in 22 GCA § 10104 through written notices to each
43 applicant seeking establishment of a new occupation. The Director will also
44 promote the establishment of such occupations whenever practical through public
45 outreach or other appropriate efforts.

1
2
3 **§8105. GRAP Tax Credit Certification.** Active program participants may apply for a
4 certification from the Director of Labor by submitting an application on **GRAP Form 2**.

5
6 (a) Upon receipt of a completed GRAP form 2 and associated supporting documents,
7 the Director or his authorized representative will review the request for
8 reimbursement for completeness and compliance with the programs rules.
9

- 10 (1) Upon receipt, the application will be issued an official Filing Date.
11 (2) All claimed costs must fall within the previous three (3) calendar years
12 (3) Pursuant to 22 GCA §10108(e) the participant must demonstrate that they do
13 not hold a Qualifying Certificate from the Guam Economic Development
14 Authority to be eligible for GRAP tax credits. A clearance from GEDA shall
15 be required to support eligibility upon request from the Department.
16

17 (b) The Director may require supporting documents to verify requested
18 reimbursements listed on GRAP Form 2. Original or certified copies of
19 documents may be required at the discretion of the Director.
20

21 (c) The Director will issue a certification within 90 calendar days. A notification that
22 certification is impending shall be sent to the employer and shall, at a minimum,
23 indicate:
24

- 25 (1) The employer name and appropriate taxpayer identification number
26 (2) The amount of training costs which are being approved for tax credit
27 (3) The amount of the 2.5% processing fee
28 (4) The due date for payment of the processing fee
29

30 (d) Processing Fee

- 31 (1) Calculating the Processing Fee. The Department shall, after determining that
32 all training costs claimed by the employer are allowable, calculate the amount
33 of 50% of the eligible training costs claimed on the application for tax credit
34 purposes. The Department will then assess a fee of 2.5% of the requested tax
35 credit amount.
36 (2) The Department shall notify the employer in writing of the amount due from
37 processing fees.
38 (3) The GRAP Processing Fee must be paid in the form of a Cashier's Check or
39 Money Order made payable to the Treasurer of Guam at the time of the
40 release of the GRAP certification.
41 (4) Payments must be submitted to the Guam Department of Labor
42 (5) Due dates for processing fee payment shall be set at 30 days from the
43 Director's notification and any extension of that due date must be justified by
44 the participant and approved by the Director.
45 (6) Failure to pay the processing fee by the due date will result in the return of the
46 employer's application, without action, and any resubmission shall be issued a

1 new Filing Date and processed as a new application.
2

- 3 (e) Claims for Costs Exceeding the 3 Year Limit- In the event that an employer
4 claims costs which the department has determined do not fall into the three (3)
5 calendar year limit, the Director shall notify the employer, in writing, that such
6 costs are disallowed and shall give the employer the opportunity to amend their
7 application without affecting their Filing Date.
8

9 **§8106. Denial of Tax Credit.** The Director may, after reviewing documents submitted by a
10 program participant, elect to deny or disallow claimed training costs, in whole or in part.
11

12 (a) Reasons for denial or disallowing costs are as follows:
13

- 14 (1) The claimed costs were not associated with the training of the apprentice.
15 (2) The program participant was not able to verify the claimed costs with
16 acceptable documentation.
17 (3) The employer misrepresented material facts or engaged in fraud.
18 (4) The claimed costs were incurred within a period exceeding three (3) years
19 from the official file date of the application.
20 (5) The program participant is not in compliance with the program rules.
21 (6) The program participant owes back wages to the apprentice or to any
22 Instructor/Mentor or Journey Worker.
23

24 (b) The Director shall issue and serve a detailed notice to the program participant
25 explaining what costs were denied or disallowed and any corrective action, if
26 applicable. The notice shall be served by mailing the notice to the address on the
27 program participant's application or by email, provided that verbal confirmation
28 is obtained by staff to verify that the email was received by a responsible party.
29
30
31

32 **§8107. Eligible Training Costs.** Eligible training costs are costs associated with the training and
33 development of the apprentice and apprentice's Instructor/Mentor or Journey Worker
34

35 (a) Eligible costs are as follows:
36

- 37 (1) Direct wages of apprentice
38 (2) Direct medical and dental benefits of apprentice
39 (3) Apprentice instructor/Mentor costs associated with subsection (a)(1) and
40 (a)(2) of this section
41 (4) Costs associated with apprentice's related training instruction
42 (5) Personal protective equipment.
43 (6) Administration costs expended by the employer that are associated with
44 administrative functions, oversight and monitoring of the Registered
45 Apprenticeship Program
46 (7) Other associated costs, not listed above, must be approved by the Director

1 prior to application filing.

2 (A) Participants may request for pre-approval of eligible cost by submitting a
3 written justification to the Director detailing how the cost relates to the
4 training of the apprentice

5 (B) The Director shall respond to pre-approval requests in writing and may
6 allow or disallow at his discretion.
7

8 (b) GRAP Tax Credit Certification: Reporting Requirements. Program participants
9 shall submit all supporting documents as evidence that eligible training costs have
10 been incurred including but not limited to: Invoices detailing the articles or
11 services for which reimbursement is requested; payroll records; and attestations of
12 costs.
13
14

15 **§8108. Cooperative Programs Authorized.** Pursuant to 22 GCA 10111, when necessary, the
16 Director of the GDOL shall develop and enter into a memorandum of understanding (MOU) with
17 other government agencies or instrumentalities or private organizations to provide specialized
18 training in a particular field not available within the apprenticeship program.
19

20
21 **§8109. Electronic Filing of Documents.** Electronic filing of documents may be accepted at the
22 discretion of the Director.
23
24
25

26 **§8110. Fraud and Abuse.** Should the Department determine that fraud or material
27 misrepresentation has occurred in an effort to obtain GRAP tax credits, the employer will be
28 disqualified for utilizing the program. Additionally, the matter may be referred to the Attorney
29 General or the Department of Revenue & Taxation for investigation for appropriate action.
30

31 a) The Director or his authorized representative shall have full investigative powers to
32 determine any fraud and abuse and may compel the production of records or testimony
33 from the employer and failure of the employer to produce requested information may
34 result in the assessment of civil penalties as allowed in 22 GCA Chapter 1.
35
36

37 **§8111. Disqualification Appeal.** The Director's decision to disqualify an employer may be
38 appealed in writing to the Director within 15 days from the date of the issuance of a
39 Disqualification Notice.
40

41 (a) The Director, who shall be the hearing officer, may opt to rescind, amend or
42 uphold the disqualification after holding a hearing where the employer may
43 present documents or testimony to refute fraud or misrepresentation findings of
44 the Department. The employer shall have the right to legal counsel, however the
45 conduct of the hearing shall not be bound by the legal rules of evidence.
46

47 (b) Should the employer still disagree with the Director's final decision, the employer

1 may seek legal review through the judicial system.
2
3

4 **§8112. Technical Assistance Guide.** In order to provide program guidance, the director may
5 develop a technical assistance guide (TAG).
6

7
8 **§8113. Petitions.** Any individual shall have the right to submit to the Director a petition for the
9 establishment or modification of rules and regulations on subjects under the Authority of the
10 Director, and shall have the right to request advisory rulings, consultations or declaratory rulings
11 in relation to existing regulations. Such petitions and requests shall be submitted in writing and
12 on a form provided by the GDOL, and shall be acted upon within 60 days by the Director. The
13 Director shall respond to all petitions submitted under this Title in writing.
14

15
16 **§8114. Severability.** 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, and shall
18 remain valid and enforceable.



DEPARTMENT OF
LABOR

DIPĀTTAMENTON HOMOTNĀT • David M. Dell'Isola, Director • Gerard A. Toves, Deputy Director

Lourdes A. Leon Guerrero
Governor

Joshua F. Tenorio
Lieutenant Governor

Preliminary Cost Impact Assessment

For

Proposed Rulemaking

Guam Administrative Rules and Regulations to Add a New Title
17, Division 1, Chapter 8 Relative to the Guam Registered
Apprenticeship Program

The Department of Labor was mandated to conduct rulemaking pursuant to the passage of Public Law 35-39 where such rulemaking is required by Section 10107 of the statute to administer the Guam Registered Apprenticeship Program (GRAP).

The proposed rules for the GRAP do not contain any mandate which would require an employer to purchase of any equipment or hire any additional staff outside of what would normally be required to handle normal human resource responsibilities within the company. The proposed rules, on their own merits, do not impart any additional cost outside of what is mandated in the statute.

In assessing the cost impact, the Department considered the following:

1. The Fiscal Note for Bill 128-35 (COR)

The Fiscal Note provided to the legislature, dated 7/1/19 reported a maximum impact of \$135,200.00 based on their projection of the proposed 3% administrative fee that is authorized in the statute.

2. Preliminary Cost Impact Assessment from BBMR

Impact of \$135,200.00 was determined by BBMR in their fiscal note dated 7/1/19, thus an additional Preliminary Cost Impact Statement was not sought from BBMR, as the impact was relatively similar.

3. Additional Cost Impact Assessment by DOL

GRAP staff looked at historical numbers and activity, as well as input from program participants and fees for FY23-FY24. The average proposed 3% administrative fee was approximately \$318,000.

4. Update to BBMR projections by DOL

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

GRAP staff looked at historical numbers and current activity, as well as input from current program participants and projected fees for FY25-FY28. The average 2.5% administrative fee (as passed under P.L. 35-39) is projected to be approximately \$278,125.

Exemptions to the requirement for an economic impact statement for the promulgation of rules are contained in Subsection (i) as follows:

(i) Exemptions. Any proposed rule, change of rule, regulation or request to impose or raise fees or rates shall be exempted from the economic impact statement requirements of Subsection (d), (e), (f), (g), and (h) of this Section if the annual economic impact to the general public is Five Hundred Thousand Dollars (\$500,000) or less, as determined by a preliminary cost impact assessment performed by the Bureau of Budget and Management Research, or the department, agency, autonomous agency, office or instrumentality proposing the rule, change of rule, regulation or request to impose or raise fees.

Based on BBMR's fiscal note and DOL's update based on projections, the cost impact appears to be below the \$500,000 threshold, thus the proposed rule should be exempted from the impact statement requirement.

Director's Review:

The proposed rules effectuate a process to administer the GRAP program. The procedures in the proposed rules do not, in themselves, impart any measurable economic impact separate and aside from the mandate in the enabling statutes. In fact, it appears that promulgation of the rules would, in fact, make the usage of the program easier for the public since it addresses much needed guidance and structure that employers may rely upon.

Pursuant to 9 GCA §9301(i), the Department has determined that the cost impact of the proposed GRAP rules do not exceed \$500,000 and is exempt from the Economic Impact Statement requirement in 5 GCA Chapter 9 §9301(h).



DAVID DELL'ISOLA
Director of Labor

Senator Régine Biscoe Lee
Chairperson

Senator Amanda L. Shelton
Vice Chairperson

Speaker Tina Rose Muña Barnes
Member

Vice Speaker Telena Cruz Nelson
Member

Senator Kelly Marsh (Taitano), Ph.D.
Member

Senator Sabina Flores Perez
Member



COMMITTEE ON RULES
I MINA'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN
35TH GUAM LEGISLATURE

Senator Clynton E. Ridgell
Member

Senator Joe S. San Agustin
Member

Senator Jose "Pedro" Terlaje
Member

Senator Therese M. Terlaje
Member

Senator James C. Moylan
Member

Senator Mary Camacho Torres
Member and Chair, Subcommittee on Protocol

July 2, 2019

MEMO

To: Rennae Meno
Clerk of the Legislature

From: Senator Régine Biscoe Lee
Chairperson, Committee on Rules

Re: Fiscal Notes

Buenas yan Håfa adai.

Attached, please find the fiscal notes for the following bills:

Bill No. 128-35 (COR)

Bill No. 168-35 (COR)

Please forward the same to Management Information Services (MIS) for posting on our website.

For any questions or concerns, please feel free to contact Mary Maravilla, Committee on Rules Director at 472-2461.

Thank you for your attention to this matter.



GUAM CONGRESS BUILDING | 163 CHALAN SANTO PAPA | HAGATÑA, GUAM 96910
corquamlegislature@gmail.com | (671) 472-2461

**Bureau of Budget & Management Research
Fiscal Note of Bill No. 128-35 (LS)**

AN ACT TO AMEND ARTICLE 1 OF CHAPTER 10, TITLE 22, GUAM CODE ANNOTATED, RELATIVE TO THE ADMINISTRATION OF THE GUAM REGISTERED APPRENTICESHIP PROGRAM AND EXTENDING THE TAX CREDIT SUNSET PROVISION OF SAID PROGRAM FOR AN ADDITIONAL PERIOD OF FIVE (5) YEARS.

Department/Agency Appropriation Information

Dept./Agency Affected: Department of Labor	Dept./Agency Head: David M. Dell'Isola, Director
Department's General Fund (GF) appropriation(s) to date:	\$1,687,252
Department's Manpower Development Fund appropriation(s) to date:	\$406,666
Total Department/Agency Appropriation(s) to date:	\$2,093,918

Fund Source Information of Proposed Appropriation

	General Fund:	(Specify Special Fund)	Total:
FY 2018 Unreserved Fund Balance		\$0	\$0
FY 2019 Adopted Revenues	\$0	\$0	\$0
FY 2019 Appro. (P.L. 34-116 thru)	\$0	\$0	\$0
Sub-total:	\$0	\$0	\$0
Less appropriation in Bill	\$0	\$0	\$0
Total:	\$0	\$0	\$0

Estimated Fiscal Impact of Bill

Fund	One Full Fiscal Year	For Remainder of FY 2019 (if applicable)	FY 2020	FY 2021	FY 2022	FY 2023
General Fund	\$0	\$0	\$0	\$0	\$0	\$0
Manpower Development Fund 1/	\$135,200	\$0	\$135,200	\$135,200	\$135,200	\$135,200
Total	\$135,200	\$0	\$135,200	\$135,200	\$135,200	\$135,200

1. Does the bill contain "revenue generating" provisions? /X/ Yes // No
 If Yes, see attachment
2. Is amount appropriated adequate to fund the intent of the appropriation? /X/ N/A // Yes // No
 If no, what is the additional amount required? \$ /X/ N/A
3. Does the Bill establish a new program/agency? // Yes /X/ No
 If yes, will the program duplicate existing programs/agencies? // N/A // Yes /X/ No
 Is there a federal mandate to establish the program/agency? // 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: /X/ Yes // No
 // Requested agency comments not received by due date // Other

Analyst: <u>Tammy Amuan</u> Tammy Amuan, BMA II	Date: <u>06/27/2019</u>	Director: <u>Lester L. Carlson, Jr.</u> Lester L. Carlson, Jr., Director	Date: <u>JUL 01 2019</u>
---	--------------------------------	--	---------------------------------

Footnotes / Notes:
 See attachment for revenue impact and additional comments.

Bureau of Budget & Management Research
Attachment to Fiscal Note No. 128-35 (LS)
(for revenue generating provisions)

Projected Multi-Year Revenues					
Fund	Year 1 (FY2019)	Year 2 (FY2020)	Year 3 (FY2021)	Year 4 (FY2022)	Year 5 (FY2023)
General Fund	\$0	\$0	\$0	\$0	\$0
Manpower Development Fund 1/	\$135,200	\$135,200	\$135,200	\$135,200	\$135,200
Total	\$135,200	\$135,200	\$135,200	\$135,200	\$135,200

Comments:

1/ The BBMR estimates the revenue impact of the 3% administrative fee to be \$135,200 annually to be deposited into the Manpower Development Fund (MDF) based on the application of the 3% fee to the 3-year average of tax credits issued and noted within Table I for FY2016 to FY2018. The funds deposited are to be employed exclusively for the operations of the Guam Department of Labor's apprenticeship activities. Data obtained from the Department of Labor (DOL) reflect the total tax credit issued to businesses affiliated with the Guam Registered Apprenticeship Program (GRAP) for the last nine (9) years and estimates derived from that data of the 3% administrative fee outlined within proposed legislation:

Table I.

GRAP TAX CREDIT SUMMARY			Estimates of 3% Administrative Fee of Bill No. 128-35 (LS)	
Fiscal Year	No. of Employers	Total Tax Credit Issued		
FY2009	5	\$ 3,238,816	\$	97,164.48
FY2010	8	\$ 1,867,101	\$	56,013.03
FY2011	11	\$ 3,036,522	\$	91,095.66
FY2012	14	\$ 1,525,878	\$	45,776.34
FY2013	10	\$ 1,500,981	\$	45,029.43
FY2014	8	\$ 748,494	\$	22,454.82
FY2015	11	\$ 4,226,637	\$	126,799.11
FY2016	14	\$ 4,663,895	\$	139,916.85
FY2017	11	\$ 4,111,663	\$	123,349.89
FY2018	16	\$ 4,744,578	\$	142,337.34
		\$ 29,664,565	\$	889,936.95

COMMENTS ON BILL NO. 128-35 (LS)

Bill No. 128-35 (LS) seeks to amend Article 1 of Chapter 10, Title 22, Guam Code Annotated, relative to the administration of the Guam Registered Apprenticeship Program (GRAP) and extending the tax credit sunset provision of said program for an additional period of five (5) years. In addition, Bill No. 128-35 (LS) intends to further support the Department of Labor (DOL) by establishing a 3% administrative fee for the participants availing themselves of the GRAP tax credits.

The DOL provides data of the last nine (9) years of tax credit accrued under the GRAP:

Table I.

GRAP TAX CREDIT SUMMARY			Estimates of 3% Administrative Fee of Bill No. 128-35 (LS)
Fiscal Year	No. of Employers	Total Tax Credit Issued	
FY2009	5	\$ 3,238,816	\$ 97,164.48
FY2010	8	\$ 1,867,101	\$ 56,013.03
FY2011	11	\$ 3,036,522	\$ 91,095.66
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FY2016	14	\$ 4,663,895	\$ 139,916.85
FY2017	11	\$ 4,111,663	\$ 123,349.89
FY2018	16	\$ 4,744,578	\$ 142,337.34
		\$ 29,664,565	\$ 889,936.95

The BBMR estimates the revenue impact of the 3% administrative fee to be \$135,200 annually to be deposited into the Manpower Development Fund (MDF) based on the application of the 3% fee to the 3-year average of tax credits issued and noted within Table I for FY2016 to FY2018. The funds deposited are to be employed exclusively for the operations of the Guam Department of Labor's apprenticeship activities.

It should be noted that the DOL fully supports the proposed measure as it will aid in the administrative functions and processes required to successfully manage the GRAP. Relative to the 3% administrative fee, the Bureau recommends that any revenue generated from proposed fee be deposited into an exclusive account separate and apart from all other MDF accounts to prevent any erroneous allocations to the Guam Community College relative to Public Law No. 34-98.

1 Mina'trentai Singko Na Liheslaturan Guahan
BILL STATUS

BILL NO.	SPONSOR	TITLE	DATE INTRODUCED	DATE REFERRED	CMTE REFERRED	PUBLIC HEARING DATE	DATE COMMITTEE REPORT FILED	FISCAL NOTES	NOTES
128-35 (LS) As amended by the Committee on Federal and Foreign Affairs, Telecommunications, Technology, and Labor; and further amended on the Floor	Regine Biscoe Lee Amanda L. Shelton Mary Camacho Torres William M. Castro	AN ACT TO AMEND ARTICLE 1 OF CHAPTER 10, TITLE 22, GUAM CODE ANNOTATED, RELATIVE TO SUPPORTING THE ADMINISTRATION OF THE GUAM REGISTERED APPRENTICESHIP PROGRAM AND EXTENDING THE TAX CREDIT SUNSET PROVISION OF SAID PROGRAM FOR AN ADDITIONAL PERIOD OF FIVE (5) YEARS.	5/1/19 12:03 p.m.	6/21/19	Committee on Federal and Foreign Affairs, Telecommunications, Technology, and Labor	8/1/19 2:00 p.m.	9/23/19 9:39 a.m.	Request: 6/21/19 7/2/19	
	SESSION DATE	TITLE	DATE PASSED	TRANSMITTED	DUE DATE	PUBLIC LAW NO.	DATE SIGNED	NOTES	
	9/30/19	AN ACT TO AMEND ARTICLE 1 OF CHAPTER 10, TITLE 22, GUAM CODE ANNOTATED, RELATIVE TO SUPPORTING THE ADMINISTRATION OF THE GUAM REGISTERED APPRENTICESHIP PROGRAM AND EXTENDING THE TAX CREDIT SUNSET PROVISION OF SAID PROGRAM FOR AN ADDITIONAL PERIOD OF FIVE (5) YEARS.	10/4/19	10/7/19	10/18/19	35-39	10/14/19	Received: 10/14/19 Mess and Comm. Doc. No. 35GL-19-1110.	

LOUIS L. LEON GUERRERO
MAGATHACA • GOVERNOR



JOSHUA F. TENORIO
VICUNDO MAGALANI • DEPUTY GOVERNOR

35GL-19-1110
Speaker Tina Rose Muña Barnes

October 14, 2019

HONORABLE TINA ROSE MUÑA BARNES

Speaker

I Mina'trentai Singko Na Liheslaturan Guåhan

Guam Congress Building

163 Chalan Santo Papa

Hagåtña, Guam 96932

OCT 14 2019

Time 4:21 () AM (X) PM

Received By: 

OCT 14 2019 5:00 PM

Re: Bill No. 136-35 (COR) – An Act to Amend § 3105 of Article 1, Chapter 3, Title 22, Guam Code Annotated, Relative to Responsibly Raising the Minimum Wage

Bill No. 128-35 (LS) – An Act to Amend Article 1 of Chapter 10, Title 22, Guam Code Annotated, Relative to Supporting the Administration of the Guam Registered Apprenticeship Program and Extending the Tax Credit Sunset Provision of Said Program for an Additional Period of Five (5) Years

Dear Madame Speaker:

I am proud to sign Bill 136-35, *An Act to Amend § 3105 of Article 1, Chapter 3, Title 22, Guam Code Annotated, Relative to Responsibly Raising the Minimum Wage*, which is now **Public Law 35-38**. As a companion measure, I have also signed Bill 128-35, *An Act to Amend Article 1 of Chapter 10, Title 22, Guam Code Annotated, Relative to Supporting the Administration of the Guam Registered Apprenticeship Program and Extending the Tax Credit Sunset Provision of Said Program for an Additional Period of Five (5) Years*, which is now **Public Law 35-39**.

Though we lead separate, co-equal branches of government, the Legislature and I are united in the belief that work should be rewarded with the dignity of a decent wage, that everyone willing to work for it should be able to learn skills that help them climb the economic ladder, and that no one who works a full time job should have to live in poverty. This is why I have signed measures that would responsibly raise the minimum wage to \$9.25 over a two-year period and extend the full life of the Guam Registered Apprenticeship Program.

1110

Page 2 of 3
October 14, 2019
To: Speaker Tina Rose Muña Barnes
Fr: *Maga'hâgan Guåhan*
Re: Bill No. 136-35 and Bill No. 128-35

Bills Signed as Companion Measures

I sign these bills as companion measures because I believe they are essential components of a unified economic plan - a plan that values work and gives people the opportunity they need to learn new skills and earn even higher wages.

At a time when too many important issues can be ensnared by partisan politics, these acts, and the legislature's unanimous support for them, demonstrate that we can help working people and partner with businesses to support skilled labor and incentivize its expansion.

Skilled Labor is Vital

Since the start of this administration just ten months ago, approximately 1,000 people have been placed in apprenticeship or pre-apprenticeship programs. The vast majority of these apprenticeships are paid at rates higher than the minimum wage.

Therefore, I am not surprised by the overwhelming support this program received from management and labor alike. Without the legislature's decisive action, the tax credits driving this program, would have ended in weeks - leaving 422 participants and as many as 122 employer sponsors in the cold.

Responsibly Raising the Minimum Wage

And while partnering with businesses to help our neighbors learn a skilled trade is vital, all work deserves the dignity of a decent wage. This is especially true of the lowest wage permissible by law.

I accept that this measure was the subject of passionate debate in this community. But, contrary to popular belief, the minimum wage is earned by not only teens and college students. Many minimum wage workers are single parents who are heads of their households. They are our servers, our hotel housekeepers, our maintenance crews, retail associates, store clerks, kitchen helpers, and much more.

How much should children struggle just because they were born to a single parent making the minimum wage? No parent should have to go through the chronic stress of trying to make ends meet for their family. They should not have to struggle to ensure that their children do not feel disadvantaged.

Page 3 of 3
October 14, 2019
To: Speaker Tina Rose Muña Barnes
Fr: *Maga'hågan Guåhan*
Re: Bill No. 136-35 and Bill No. 128-35

There Will Always Be Critics

For years now, I have heard a small sector of the business community oppose any upward adjustment in the minimum wage. Their reasons are always the same: massive inflation, job losses, and a reduction in hours worked. But none of these claims were supported by what actually happened after the last increase to the minimum wage, or the Guam-based empirical analysis used to study it.

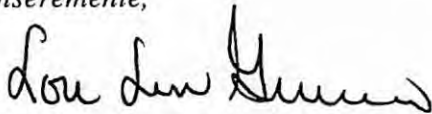
To be clear, our people believe that everyone has a right to reap the benefits of their success. But the bottom-line can turn a profit *and* be fair to working people. I know this because I spent years of my life helping entrepreneurs start small businesses, create jobs, and chase their dreams. Like most Americans, our people do not despise the successful because they want their children to succeed.

I signed these bills into law because I believe that work must be rewarded by a decent and fair wage. I also know that skilled labor is a passport to economic security - giving all who hold it the means to support their families.

As proud as we might be of today's successes, our work is not done. It is not done until everyone has the opportunity to win the economic future of their choice, working people can climb their way into the middle class, and those already in the middle class feel safe there.

I look forward to advancing this important work with you and the members of the 35th Guam Legislature.

Senseremente,



LOURDES A. LEON GUERRERO

Maga'hågan Guåhan

Governor of Guam

Enclosure(s): Bill No. 136-35 *nka* Public Law 35-38
Bill No. 128-35 *nka* Public Law 35-39

cc via email: *Sigundo Maga'låhen Guåhan*
Compiler of Laws

I MINA'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN
2019 (FIRST) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO *I MAGA'HÅGAN GUÅHAN*

This is to certify that **Bill No. 128-35 (LS)**, "AN ACT TO *AMEND* ARTICLE 1 OF CHAPTER 10, TITLE 22, GUAM CODE ANNOTATED, RELATIVE TO SUPPORTING THE ADMINISTRATION OF THE GUAM REGISTERED APPRENTICESHIP PROGRAM AND EXTENDING THE TAX CREDIT SUNSET PROVISION OF SAID PROGRAM FOR AN ADDITIONAL PERIOD OF FIVE (5) YEARS," was on the 4th day of October 2019, duly and regularly passed.

Tina Rose Muña Barnes
Speaker

Attested:

Amanda L. Shelton
Legislative Secretary

This Act was received by *I Maga'hågan Guåhan* this 7th day of Oct, 2019, at 12:40 o'clock P.M.

Tina Sanchez

Assistant Staff Officer
Maga'håga's Office

APPROVED:

Lourdes A. Leon Guerrero
I Maga'hågan Guåhan

Date: 10/14/2019

Public Law No. 35-39

I MINA'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN
2019 (FIRST) Regular Session

Bill No. 128-35 (LS)

As amended by the Committee on Federal and Foreign Affairs, Telecommunications, Technology, and Labor; and further amended on the Floor.

Introduced by:

Régine Biscoe Lee
Amanda L. Shelton
Mary Camacho Torres
William M. Castro
Tina Rose Muña Barnes
Telena Cruz Nelson
Therese M. Terlaje
Kelly Marsh (Taitano), PhD
James C. Moylan
Louise B. Muña
Sabina Flores Perez
Clynton E. Ridgell
Joe S. San Agustin
Telo T. Taitague
Jose "Pedro" Terlaje

AN ACT TO *AMEND* ARTICLE 1 OF CHAPTER 10, TITLE 22, GUAM CODE ANNOTATED, RELATIVE TO SUPPORTING THE ADMINISTRATION OF THE GUAM REGISTERED APPRENTICESHIP PROGRAM AND EXTENDING THE TAX CREDIT SUNSET PROVISION OF SAID PROGRAM FOR AN ADDITIONAL PERIOD OF FIVE (5) YEARS.

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

2 **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guåhan* finds
3 that Public Law 28-142, codified as §§ 10101 to 10115 of Article 1, Chapter 10,

1 Title 22, Guam Code Annotated, established the Guam Registered Apprenticeship
2 Program (GRAP) in July 2006 to reduce the shortage of highly skilled workers and
3 encourage the employment and training of apprentices in highly skilled trades and
4 occupations.

5 *I Liheslatura* further finds that Public Law 28-142 provided gross receipts tax
6 (GRT) incentives to eligible businesses that employ apprentices who are duly
7 enrolled and registered in the program. Eligible businesses are entitled to tax credits
8 against their GRT liability equal to fifty percent (50%) of the eligible training costs
9 paid or incurred by the business.

10 *I Liheslatura* further finds that Public Law 32-181 extended the GRAP tax
11 credit sunset provision to December 20, 2019.

12 *I Liheslatura* further finds that the GRAP currently has four hundred eighty-
13 seven (487) active apprentices, with one hundred twenty-two (122) program
14 participants, according to the Guam Department of Labor.

15 Therefore, it is the intent of *I Liheslaturan Guåhan* to extend the tax credit
16 sunset provision for the GRAP for an additional period of five (5) years, and to
17 further support the Department of Labor in administering this program by
18 establishing a two and one-half percent (2.5%) administration fee for the participants
19 availing themselves of the GRAP tax credits by amending Article 1 of Chapter 10,
20 Title 22, Guam Code Annotated.

21 **Section 2.** Article 1 of Chapter 10, Title 22, Guam Code Annotated, is
22 hereby *amended* to read:

23 **“ARTICLE 1**

24 **GUAM REGISTERED APPRENTICESHIP PROGRAM**

25 § 10101. Short Title.

26 § 10102. Definitions.

27 § 10103. Guam Registered Apprenticeship Program.

- 1 § 10104. Apprenticeship Program Occupations Approved for the Guam
2 Registered Apprenticeship Program.
- 3 § 10105. Authorization to Enter into Apprenticeship Agreements.
- 4 § 10106. Eligibility of Apprentices.
- 5 § 10107. Administration of the Guam Registered Apprenticeship
6 Program.
- 7 § 10108. Tax Credit for Apprenticeship Program Participants.
- 8 § 10109. Implementation of Tax Credit by Tax Commissioner.
- 9 § 10110. Participation Requirements for Apprentices.
- 10 § 10111. Cooperative Programs Authorized.
- 11 § 10112. Effective Date.
- 12 § 10113. Tax Credit Sunset Provision.
- 13 § 10114. Reporting Requirements.
- 14 § 10115. Building Guam’s Trades Scholarship Program.

15 **§ 10101. Short Title.**

16 This Article *shall* be cited as the “*Guam Registered Apprenticeship*
17 *Program Law.*”

18 **§ 10102. Definitions.**

19 As used in this Article:

20 (a) *Apprentice* means an employee of a business participating in the
21 Guam Registered Apprenticeship Program who is at least sixteen (16) years
22 of age, except when a higher minimum age is otherwise fixed by law, and who
23 is employed to learn a skilled trade.

24 (b) *Apprenticeship Program* or *Apprenticeship Training Program*
25 means a comprehensive training program designed to teach an apprentice how
26 to perform all duties in a recognized skilled craft or trade at the journeyman
27 level that is described by a plan containing all terms and conditions for the

1 qualification, recruitment, selection, employment, and training of apprentices
2 and a written apprenticeship agreement.

3 (c) *USDOL-OA* means the Office of Apprenticeship of the U.S.
4 Department of Labor.

5 (d) *Business* means a professional group, association, corporation,
6 partnership, sole proprietorship, trust, foundation, or any other individual or
7 organization carrying on any business whether or not operated for profit.

8 (e) *DOL* means the Department of Labor of the government of
9 Guam.

10 (f) *Director* means the Director of Labor.

11 (g) *Employer* means a business employing an apprentice whether or
12 not such business has an apprenticeship agreement with the apprentice.

13 (h) *Institution of higher education* means the Guam Community
14 College, the University of Guam, licensed post-secondary institutions, or
15 licensed post-secondary training programs.

16 (i) *Occupational list* means a list of occupations prioritizing needed
17 trades that corresponds with a USDOL-OA apprenticeship training program
18 that lists the occupational trades approved for apprenticeship training within
19 the Program, also known as Guam Demand Occupation Listing.

20 (j) *Program* means the Guam Registered Apprenticeship Program,
21 an occupationally driven apprenticeship training program meeting the
22 standards of the U.S. Department of Labor, Office of Apprenticeship, that is
23 recognized and approved as an occupational priority by DOL to which this
24 Article applies.

25 (k) *Program participant* means an employer that employs
26 apprentices who receive training through a program provider of a registered
27 apprenticeship program.

1 (1) *Program Provider* means a business or institution of higher
2 education that conducts a registered apprenticeship program recognized by
3 the United States Department of Labor (USDOL), Office of Apprenticeship
4 (OA). A business with a registered apprenticeship program may be both a
5 program participant and a program provider.

6 (m) *Tax Commissioner* means the Tax Commissioner of Guam, the
7 Director of Revenue and Taxation.

8 (n) *Tax credit* means an offset to business privilege tax owed by a
9 business equal in amount to fifty percent (50%) of all eligible costs paid or
10 incurred by a program participant to train an apprentice.

11 (o) *Trade* means the skilled practice of an occupation.

12 (p) *USDOL* means the United States Department of Labor.

13 **§ 10103. Guam Registered Apprenticeship Program.**

14 There is hereby established the Guam Registered Apprenticeship
15 Program to be administered by the Director. The purposes of the Program are
16 to reduce the shortage of highly skilled workers; to encourage employers to
17 hire and train apprentices in highly skilled trades and occupations; to authorize
18 tax credits for certain long term apprenticeship training expenses; and to
19 ensure that apprentices continue to pay income taxes and participate in the
20 economy.

21 **§ 10104. Apprenticeship Program Occupations Approved for the**
22 **Guam Registered Apprenticeship Program.**

23 Each year, the Director *shall* establish a list of skilled occupations and
24 trades approved for the Program. All occupations listed in the USDOL-OA
25 listing are eligible apprentice occupations for the Program. The Director may
26 conduct a public hearing, from time to time, to receive opinions and
27 recommendations from local businesses and the general public to determine

1 other areas needing additional professional and skilled technical trade
2 workers. Regardless of whether this public hearing is conducted, the Director
3 *shall* also consider new program participant applications and agreements as
4 they are submitted for review, and *shall* emphasize occupations in the fields
5 of *CHamoru* cultural practices, human resources development, office
6 technology, medical coding and billing, information technology, website
7 coding and development, finance and accounting, cosmetology, automotive,
8 engineering, agriculture, and aquaculture, as well as industrial work,
9 construction, and technical trades. The Director may then amend the existing
10 occupational list.

11 **§ 10105. Authorization to Enter into Apprenticeship Agreements.**

12 The Director, with the approval of *IMaga'hågan Guåhan*, may contract
13 with program providers to prescribe the manner, terms, and conditions of
14 DOL cooperation with the provider in meeting the Program's objectives. The
15 contracts *shall* be with program providers having a registered and approved
16 apprenticeship training program that complies with Title 29 C.F.R. Parts 29
17 and 30.

18 **§ 10106. Eligibility of Apprentices.**

19 An apprentice must be a bona fide resident of Guam for a continuous
20 period of not less than three (3) years before becoming an apprentice, must be
21 a United States citizen or a permanent resident alien, and must agree to the
22 terms and conditions of the Program and § 10110 of this Article.

23 **§ 10107. Administration of the Guam Registered Apprenticeship**
24 **Program.**

25 (a) The Director *shall* administer the Guam Registered
26 Apprenticeship Program and *shall* establish rules and regulations necessary to

1 implement this Article, pursuant to the Administrative Adjudication Law,
2 within ninety (90) days after the enactment hereof.

3 (b) The Director *shall* ensure proper educational accreditation
4 standards are met and maintained by program providers, using educational
5 classes provided by an institution of higher education or approved educational
6 learning resources identified in the standards.

7 (c) Program participants having apprentices in training *shall* adopt
8 and register with the Director a written Affirmative Action Plan and Selection
9 Procedure according to Title 29 C.F.R. Part 30. Program participants may set
10 their own minimum requirements, qualifications, and credentials for
11 apprentices, subject to approval by the Director, provided that said
12 requirements are fair, nondiscriminatory, and comply with all applicable
13 Program requirements and USDOL-OA standards.

14 (d) DOL is authorized to collect a processing fee in order to defer
15 the cost of administering the Program. The fee *shall* be equal to two and one-
16 half percent (2.5%) of the amount of tax credit approved by the Director on
17 each application for certification of tax credit, and *shall* be due upon release
18 of the certification.

19 (1) Such fees *shall* be deposited in the Manpower
20 Development Fund to be used exclusively for the operations of DOL's
21 apprenticeship activities.

22 **§ 10108. Tax Credit for Apprenticeship Program Participants.**

23 Any business that employs apprentices duly enrolled and registered
24 under the terms of the Program is entitled to a tax credit against its business
25 privilege tax liability equal to fifty percent (50%) of the eligible costs paid or
26 incurred by the business, provided that:

1 (a) the apprenticeship training program teaches an approved
2 occupation under § 10104 of this Article;

3 (b) the apprentice completes a training stage of an apprenticeship
4 program as determined by DOL following USDOL-OA standards. No tax
5 credit shall be claimed by a program participant for an apprentice unless the
6 apprentice satisfactorily completes the current level of training;

7 (c) the eligible costs were paid or incurred during the apprentice's
8 participation in the Program;

9 (d) the eligible costs were paid or incurred within the previous three
10 (3) calendar years from the date the costs are submitted to DOL for
11 certification. Costs paid or incurred earlier than the three (3) calendar years
12 preceding the date the costs are submitted to DOL *shall not* be certified as
13 eligible costs;

14 (e) no business or program participant holding a Qualifying
15 Certificate (QC) *shall* claim tax credits pursuant to this Section. The Guam
16 Economic Development Authority *shall* assist the Director in determining
17 whether a participant may claim the credit;

18 (f) the apprentice must work a minimum of one hundred twenty
19 (120) hours per month at the trade;

20 (g) the apprentice must be paid the prevailing wage required by the
21 Program, which *shall* be a graduated percentage of journeyman wages as
22 outlined in the apprenticeship standards;

23 (h) pre-apprentices are not counted as apprentices and wages earned
24 by pre-apprentices are not eligible for this tax credit; and

25 (i) apprenticeship training costs paid by Workforce Innovation and
26 Opportunity Act (WOIA) funds, Department of Labor Manpower Development
27 Fund (MDF) funds, Hotel/Restaurant Industry Training Program funds, and any

1 training costs paid by the government of Guam or federal funding *shall not* be
2 eligible Program costs and *shall not* be applied as a tax credit.

3 A program participant may only carry forward the tax credit if allowed
4 by the Guam Department of Revenue and Taxation procedures.

5 **§ 10109. Implementation of Tax Credit by Tax Commissioner.**

6 The Tax Commissioner of Guam *shall*, no later than ninety (90) days
7 after the enactment hereof, in cooperation with the Director, develop
8 procedures to implement the tax credit authorized by this Article, and to that
9 end *shall*:

10 (a) enact such requirements for claimants as may be necessary to
11 implement this Article;

12 (b) promulgate forms and publications to assist eligible businesses
13 claiming the tax credit;

14 (c) develop procedures to facilitate the off-set of tax credits against
15 business privilege tax liabilities; and

16 (d) coordinate with the Director relative to verifying eligible
17 business privilege tax credits. The Director *shall* certify eligible training costs
18 paid or incurred pursuant to the Program.

19 **§ 10110. Participation Requirements for Apprentices.**

20 An apprentice *shall* sign an agreement with the respective employer and
21 DOL that stipulates that, in exchange for the training, the apprentice will
22 remain and work on Guam for a period of one (1) year for each year of
23 participation in the Program.

24 **§ 10111. Cooperative Programs Authorized.**

25 (a) The Director may contract with government agencies,
26 departments and instrumentalities, public or private organizations, firms,
27 companies, businesses, program providers or individuals to provide technical

1 or skilled training programs. Said contracts *shall* provide for specialized
2 training in needed skills not otherwise available through the Program. If this
3 specialized training is not part of an accessory government of Guam or
4 federally funded program, the program participant *shall* pay the training cost.

5 (b) Government of Guam agencies, departments, and
6 instrumentalities, including autonomous agencies, *shall* provide to the
7 Program, on a timely basis, technical support and training required by the
8 Director to perform the duties under this Article.

9 **§ 10112. Effective Date.**

10 This Article *shall* be effective upon enactment.

11 **§ 10113. Tax Credit Sunset Provision.**

12 (a) §§ 10108, 10109, and 10110 of this Article *shall* remain in effect
13 until December 30, 2024. Any Guam Registered Apprenticeship Program tax
14 credits certified for a period expiring after December 30, 2019, but *no later*
15 *than* December 30, 2024, *shall* remain in full force and effect until the period
16 expires or the credit is canceled on other grounds.

17 (b) Tax credits that have *not* been applied to business privilege tax
18 liability that remains after the effective date of Subsection (a) hereof may be
19 carried forward until such tax credit is exhausted for the tax year if any part
20 of the tax year falls before December 30, 2024.

21 **§ 10114. Reporting Requirements.**

22 The Director *shall* make a full written report to *I Liheslatura* and post
23 the report on the Department's website within thirty (30) days after the close
24 of each fiscal year. The report *shall* describe accurately the names of all
25 program participants; the total amount of tax credits claimed by each program
26 participant in the preceding fiscal year; a list of apprentices for every program
27 participant with each corresponding occupational trade; the amount of tax

1 credits claimed by every program participant for each apprentice during the
2 preceding fiscal year; DOL's occupational list, including the total number of
3 apprentices trained for each Program trade; and such statistical and other
4 information in such form and detail as *I Liheslatura* may prescribe. If the
5 Director fails to make said report or to post it on the DOL website within thirty
6 (30) days after the report is due, all tax credits *shall* immediately be
7 discontinued until the Director submits and posts the report.

8 **§ 10115. Building Guam's Trades Scholarship Program.**

9 (a) There is hereby created the *Building Guam's Trades Scholarship*
10 *Program* (Program).

11 (b) Administration of Program. The Director *shall* administer this
12 Program and *shall* promulgate rules and regulations necessary to carry out the
13 intent of this Section.

14 (c) Selection Committee. There *shall* be annually established an
15 Evaluation and Selection Committee (Committee) composed of the following:

16 (1) the Director of the Department of Youth Affairs, or his
17 designee;

18 (2) the Director of the Department of Labor, or his designee;
19 and

20 (3) the Guam Workforce Investment Board.

21 The Committee *shall* conduct interviews for the purpose of selecting
22 scholarship recipients for the Program listed within this Section. The passing
23 of the oral interviews, the meeting of established entrance and academic
24 requirements for enrollment in a Guam institution of higher education, and a
25 demonstrated financial need *shall* constitute the primary criteria for selection
26 of scholarship recipients. The Committee may prescribe additional
27 qualifications for admission to the scholarship programs.

1 Applications for the *Building Guam's Trades Scholarship Program*
2 *shall* be received by April 30 of every year, and applicants *shall* be
3 interviewed at a time and place designated by the Committee prior to June 30.
4 Awards *shall* be granted prior to July 30 in a written notice to the selected
5 applicant, and the applicant's school administrator, if applicable.

6 (d) Scholarships. The *Building Guam's Trades Scholarship*
7 *Program shall* consist of students who have declared their intention to attend
8 a Guam institution of higher education. Scholarships may be awarded to
9 eligible students who meet all of the following criteria:

10 (1) are bona fide residents of Guam;

11 (2) are citizens or permanent resident aliens of the United
12 States, or a nonimmigrant alien admitted under the Compact of Free
13 Association between the United States and the Federated States of
14 Micronesia, the Republic of the Marshall Islands, and Palau;

15 (3) are seniors or graduates of an accredited high school with
16 a cumulative grade point average of not less than 2.0 on a 4.0 scale, or
17 its equivalent;

18 (4) have been admitted to a Guam institution of higher
19 education in accordance with its admissions policies; and

20 (5) the applicant must be in financial need, which *shall* be
21 determined by completing a "Free Application for Federal Student Aid"
22 (FAFSA) form as documentary evidence of need.

23 (e) Same: Benefits. Students entitled to scholarships pursuant to
24 Subsection (d) of this Section *shall* receive the following benefit: a
25 scholarship in the amount of Five Thousand Dollars (\$5,000), issued in two
26 (2) equal installments of Two Thousand Five Hundred Dollars (\$2,500) each,

1 with each installment payable at the beginning of the semester, or other
2 applicable training period.

3 (f) Reporting Requirements. A report *shall* be submitted to the
4 Speaker of *I Liheslaturan Guåhan* no later than three (3) weeks after the start
5 of each semester which, at the very least, *shall* contain the following
6 information: the total number of recipients for that semester, sorted by new
7 and continuing recipients; the total number of recipients that completed their
8 degree program in the prior semester; the total amount expended for the prior
9 semester for any activity related to the Program; and any other information
10 that *I Liheslatura* will deem helpful in the review of the Program.”

I Mina'trentai Siette 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
120-37 (COR) As amended by the Committee on General Government Operations and Appropriations, and further amended in the Committee of the Whole	Amanda L. Shelton Roy A. B. Quinata Joe S. San Agustin Jesse A. Lujan Tina Rose Maha Barnes Sabina Flores Perez Dwayne T.D. San Nicolas William A. Parkinson Thomas J. Fisher Christopher M. Duchas	AN ACT TO AMEND § 10113 OF ARTICLE 1, CHAPTER 10, TITLE 22, GUAM CODE ANNOTATED, RELATIVE TO STRENGTHENING WORKFORCE DEVELOPMENT BY EXTENDING THE SUNSET PROVISION OF THE GUAM REGISTERED APPRENTICESHIP PROGRAM FOR AN ADDITIONAL FIVE (5) YEARS.	5/16/23 10:15 a.m.	5/18/23	Committee on General Government Operations and Appropriations	Request: 5/18/23 6/12/23	10/2/23 3:00 p.m.	10/19/23 2:39 p.m. As amended by the Committee on General Government Operations and Appropriations	
	SESSION DATE	TITLE	DATE PASSED	TRANSMITTED	DUE DATE	PUBLIC LAW NO.	DATE SIGNED	NOTES	
	11/27/23	AN ACT TO AMEND § 10113 OF ARTICLE 1, CHAPTER 10, TITLE 22, GUAM CODE ANNOTATED, RELATIVE TO STRENGTHENING WORKFORCE DEVELOPMENT BY EXTENDING THE SUNSET PROVISION OF THE GUAM REGISTERED APPRENTICESHIP PROGRAM FOR AN ADDITIONAL FIVE (5) YEARS.	11/30/23	12/1/23	12/13/23	37-53	12/13/23	Received: 12/13/23 Messages and Communications Doc No. 37GL-23-1336	

LOURDES A. LEON GUERRERO
GOVERNOR



JOSHUA F. TENORIO
LT. GOVERNOR

UFISINAN I MAGA'HÅGAN GUÅHAN
OFFICE OF THE GOVERNOR OF GUAM

Transmitted via email to: speaker@guamlegislature.org

December 13, 2023

HONORABLE THERESE M. TERLAJE, *Speaker*
I Mina 'trentai Siette Na Liheslaturan Guåhan
37th Guam Legislature
Guam Congress Building
163 Chalan Santo Papa
Hagåtña, Guam 96910

37GL-23-1336
OFFICE OF THE SPEAKER
THERESE M. TERLAJE

DEC 13 2023

Time: 4:55 pm
Received: SN

Re: **Bill No. 120-37 (COR) - AN ACT TO AMEND § 10113 OF ARTICLE 1, CHAPTER 10, TITLE 22, GUAM CODE ANNOTATED, RELATIVE TO STRENGTHENING WORKFORCE DEVELOPMENT BY EXTENDING THE SUNSET PROVISION OF THE GUAM REGISTERED APPRENTICESHIP PROGRAM FOR AN ADDITIONAL FIVE (5) YEARS**

Håfa Adai Madame Speaker,

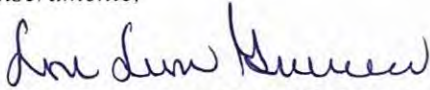
Bill No. 120-37 (COR) authorizes the extension of the Guam Registered Apprenticeship Program ("GRAP") tax credit for an additional five years, now to expire no later than December 30, 2029.

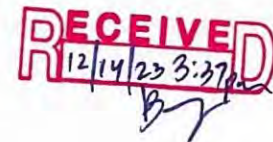
Since 2009, GRAP has provided \$52.7 million in tax credits to companies participating in this Department of Labor program that employs and trains apprentices in skilled high-demand fields, including telecommunications, engineering, finance, electrical, and healthcare. The program allows the participating individuals to learn valuable skills while earning a salary. The program also helps the participants secure a full-time position and provides the participating businesses a valuable tool for growing their skilled workforce. Bill No. 120-37 will continue to provide incentives to eligible Guam businesses to recruit and train apprentices in high-demand fields.

Workforce development is a key component of our Administration's goal of growing our economy and strengthening our community. We continue to support the expansion of Guam's workforce and hope to see many more graduates from the Guam Registered Apprenticeship Program in the near future.

For these reasons, I sign Bill No. 120-37 (COR) into law as **Public Law No. 37-53**.

Senseramente,


LOURDES A. LEON GUERRERO
Maga'hågan Guåhan
Governor of Guam



Enclosure: Bill No. 120-37 (COR) nka P.L. 37-53

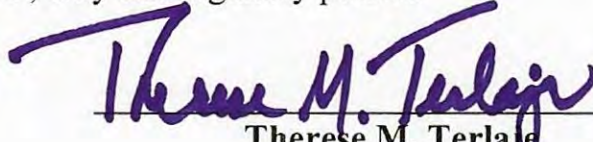
cc via email: *Honorable* Joshua F. Tenorio, *Sigundo Maga'låhen Guåhan*, Lt. Governor of Guam
Compiler of Laws

RICARDO J. BORDALLO GOVERNOR'S COMPLEX
513 W. Marine Corps Drive Hagåtña, Guam 96910
governor.guam.gov | (671) 472-8931

I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN
2023 (FIRST) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO *I MAGA'HÅGAN GUÅHAN*

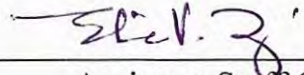
This is to certify that **Bill No. 120-37 (COR)**, "AN ACT TO *AMEND* § 10113 OF ARTICLE 1, CHAPTER 10, TITLE 22, GUAM CODE ANNOTATED, RELATIVE TO STRENGTHENING WORKFORCE DEVELOPMENT BY EXTENDING THE SUNSET PROVISION OF THE GUAM REGISTERED APPRENTICESHIP PROGRAM FOR AN ADDITIONAL FIVE (5) YEARS," was on the 30th day of November 2023, duly and regularly passed.


Therese M. Terlaja
Speaker

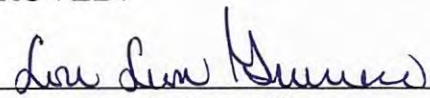
Attested:


Amanda L. Shelton
Legislative Secretary

.....
This Act was received by *I Maga'hågan Guåhan* this 1st day of Dec.,
2023, at 3:23 o'clock P.M.


Assistant Staff Officer
Maga'håga's Office

APPROVED:


Lourdes A. Leon Guerrero
I Maga'hågan Guåhan

Date: 12/13/23

Public Law No. 37-53

2023-20399
OFFICE OF THE CLERK OF THE HOUSE OF REPRESENTATIVES
CENTRAL FILE
Elaine Tajalle
3:23 pm 12/01/23

I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN
2023 (FIRST) Regular Session

Bill No. 120-37 (COR)

As amended by the Committee on General
Government Operations and Appropriations; and
further amended in the Committee of the Whole.

Introduced by:

Amanda L. Shelton
Roy A. B. Quinata
Joe S. San Agustin
Jesse A. Lujan
Tina Rose Muña Barnes
Sabina Flores Perez
Dwayne T.D. San Nicolas
William A. Parkinson
Thomas J. Fisher
Christopher M. Dueñas
Chris Barnett
Frank Blas, Jr.
Joanne Brown
Telo T. Taitague
Therese M. Terlaje

**AN ACT TO AMEND § 10113 OF ARTICLE 1, CHAPTER
10, TITLE 22, GUAM CODE ANNOTATED, RELATIVE
TO STRENGTHENING WORKFORCE DEVELOPMENT
BY EXTENDING THE SUNSET PROVISION OF THE
GUAM REGISTERED APPRENTICESHIP PROGRAM
FOR AN ADDITIONAL FIVE (5) YEARS.**

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

2 **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guåhan* finds
3 that the Guam Registered Apprenticeship Program (GRAP) established by Public
4 Law 28-142 has provided eligible businesses with gross receipt tax (GRT) incentives

1 to encourage businesses to recruit and retain apprentices in highly-skilled trades
2 since 2006.

3 *I Liheslaturan Guahan* further finds that eligible businesses that partake in the
4 program are entitled to tax credits against their gross receipts tax liability equal to
5 fifty percent (50%) of the eligible training costs paid or incurred by the business,
6 including the direct wages of apprentices, direct fringe benefits, journeyman's
7 wages, instructor costs, training costs, and personal protective equipment.

8 In the last thirteen (13) years, GRAP has provided approximately Forty-three
9 Million Dollars (\$43,000,000) in tax credits to over a dozen companies that have
10 actively recruited apprentices in high demand career fields, such as
11 telecommunications, engineering, finance, electrical, and healthcare.

12 Therefore, it is the intent of *I Liheslaturan Guahan* to continue to support the
13 employment and training of highly-skilled workers by extending the sunset
14 provision of GRAP for an additional five (5) years; and this Act supports *I*
15 *Liheslatura's* continued prioritization of tax incentive programs which help to build
16 and sustain our island's workforce.

17 **Section 2.** § 10113 of Article 1, Chapter 10, Title 22, Guam Code
18 Annotated, is hereby *amended* to read as follows:

19 **“§ 10113. Tax Credit Sunset Provision.**

20 (a) Notwithstanding any other provision of law, §§ 10108, 10109,
21 and 10110 of this Article shall remain in effect until December 30, 2029. Any
22 Guam Registered Apprenticeship Program tax credits certified for a period
23 expiring after December 30, 2024, but no later than December 30, 2029, shall
24 remain in full force and effect until the period expires or the credit is canceled
25 on other grounds.

26 (b) Notwithstanding any other provision of law, tax credits that have
27 not been applied to business privilege tax liability that remains after the

1 effective date of Subsection (a) hereof may be carried forward until such tax
2 credit is exhausted for the tax year if any part of the tax year falls before
3 December 30, 2029.”

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



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

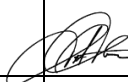
Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory Affairs, Technology, Justice, Elections, and Retirement

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COMMITTEE VOTE SHEET

Bill No. 237-38 (COR)- *Introduced by Telo T. Taitague, Therese M. Terlaje, Chris Barnett, Shelly V. Calvo, Sabina Flores Perez-* “AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39.”

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	 02.20.26	✓				
Senator Darrel Christopher Barnett Vice Chairperson	EVOTE 02.20.26			✓		
Senator Sabina F. Perez Member	EVOTE 02.20.26	✓				
Senator Therese M. Terlaje Member	EVOTE 02.23.26	✓				
Senator Shelly V. Calvo Member	EVOTE 02.23.26	✓				
Speaker Frank F. Blas, Jr. Member	EVOTE 02.23.26			✓		



Senator Telo Taitague <senatortelot@gmail.com>

REQUEST FOR EVOTE: BILL NO. 237-38 (COR)

7 messages

Senator Telo Taitague <senatortelot@gmail.com>

20 February 2026 at 16:51

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>

Håfa Adai Committee Members,

Please see the attached Committee Report on **Bill No. 237-38 (COR)**- *Introduced by Telo T. Taitague, Therese M. Terlaje, Chris Barnett, Shelly V. Calvo, Sabina Flores Perez*- "AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39."

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 **Bill No. 237-38 (COR)**. Should you have any questions, please do not hesitate to contact our office.

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

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 Tel: (671) 989-8356
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Committee Report on Bill 237-38 (COR)_Routing 02.20.26.pdf
 18922K

Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.gov> 20 February 2026 at 16:57
 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>

Hafa Adai,

To report out only.

Si Yu'us Ma'ase



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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[Quoted text hidden]

Office Senator Perez <office.senatorperez@guamlegislature.gov> 20 February 2026 at 18:55
 To: Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.gov>
 Cc: Senator Telo Taitague <senatortelot@gmail.com>, Senator Therese Terlaje <senatorterlajeguam@gmail.com>, "Speaker Frank Blas, Jr." <speakerblas@guamlegislature.gov>, Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

To do pass.

[Quoted text hidden]

Senator Telo Taitague <senatortelot@gmail.com> 23 February 2026 at 06:37
 To: Office Senator Perez <office.senatorperez@guamlegislature.gov>
 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>, senatortelot.charissa@gmail.com, Rowena Fejeran <senatortelot.rowena@gmail.com>

Hafa adai Committee Members,

This email is a reminder for members that have not yet reviewed and voted, of this request for the CR for Bill 237-38 (COR). Your time and attention is greatly appreciated.

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

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 238 Archbishop Flores St.
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Tel: (671) 989-8356

Email: senatortelot@gmail.com

[Quoted text hidden]

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

23 February 2026 at
10:07

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

Cc: Office Senator Perez <office.senatorperez@guamlegislature.gov>, Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.gov>, Senator Therese Terlaje <senatorterlajeguam@gmail.com>, "Speaker Frank Blas, Jr." <speakerblas@guamlegislature.gov>, 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

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E officeofsenatorshellycalvo@guamlegislature.gov

[Quoted text hidden]

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

23 February 2026 at 13:17

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

Håfa Adai,

To Do Pass.

si Yu'os ma'åse',



Office of Senator Therese M. Terlaje

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that you have received this communication in error, and then immediately delete it. Thank you in advance for your cooperation.

On Fri, Feb 20, 2026 at 4:51 PM Senator Telo Taitague <senatortelot@gmail.com> wrote:

[Quoted text hidden]

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

23 February 2026 at 13:54

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

Cc: Senator Telo Taitague <senatortelot@gmail.com>, Office Senator Perez <office.senatorperez@guamlegislature.gov>, Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.gov>, Senator Therese Terlaje <senatorterlajeguam@gmail.com>, senatortelot.charissa@gmail.com, Rowena Fejeran <senatortelot.rowena@gmail.com>

Hafa Adai,

To Report Out Only.

Very Respectfully,



Office of Speaker Frank F. Blas, Jr.

I Mina'trentai Ocho na Liheslaturan Guahan 38th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

speakerblas@guamlegislature.gov

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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

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COMMITTEE REPORT DIGEST

I. OVERVIEW

Bill No. 237-38 (COR)- *“AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39,* was introduced on Wednesday, November 26, 2025 by Telo T. Taitague, Therese M. Terlaje, Chris Barnett, Shelly V. Calvo, Sabina Flores Perez, and subsequently referred by *I Liheslaturan Guåhan’s* Committee on Rules to the Committee on *Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement,* on Thursday, December 4, 2026. The Committee convened a Public Hearing on Thursday, February, 5, 2026, 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 Thursday, January 29, 2026, and a forty-eight (48) hour notice was published on Tuesday, February 3, 2026, 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 T. Taitague, Chairperson
Senator Therese M. Terlaje, Member
Senator Shelly V. Calvo, Member
Senator Chris Barnett, Member
Senator Eulogio Shawn Gumataotao

Appearing Before the Senate Panel:

David Dell’Isola, Director, Department of Labor
Greg Massey, Department of Labor

Written Testimony Submitted:

David Dell’Isola, Director, Department of Labor
Sharleen Q. Santos-Bamba, Ph.D., Acting President, University of Guam

II. SUMMARY OF TESTIMONY & DISCUSSION

The Public Hearing was Called-to-Order at 8:38 a.m. Bill No. 237-38 (COR) was the first item on the agenda.

SENATOR TELO T. TAITAGUE, CHAIRPERSON: Thank you. Thank you. This public hearing is now called to order and the time now is 8.30 a.m. Thursday, February 5th, 2026. This hearing is conducted by myself, *Senadot* Telo Taitague, Chairwoman on the Committee on Economic Investment, Military Build-up, Regional Relations, Technology, Regulatory Affairs, Justice, Election, and Retirement.

To comply with the Open Government Law, notices of this hearing were published in KUAM and the Government of Guam Notice Portal on Thursday, January 29, 2026, and the second notice was on Tuesday, February 3, 2026. The notices of this hearing were also disseminated to all my senators and, or your senators as well, and media via email and made available on the Guam legislative website.

I'd like to recognize those who are here in person and those who are watching from home. Welcome to your people's home. I would also like to welcome my colleagues who are here today, Senator Shawn Gumataotao and Senator Shelly Calvo. Thank you, colleagues, for being here this morning. And as well, colleagues, the copies of the legislation and documents received ahead of this hearing can be accessed through the Google Drive link that was published on the public hearing notice for the hearing and also emailed to you in advance.

For the listening public, you can access the Google Drive link on the public hearing notice published 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. I'd also like to recognize my good colleague and a member of the committee, Senator Chris Barnett "Malafunkshun". Welcome, sir. So, before I begin, I would like to set some rules of engagement during this public hearing. When asked, please speak directly into the microphone and state your name and position and who you represent. I ask that those who are testifying today to please stay seated for any questions my colleagues may have and then you'll be excused. I respectfully ask that we conduct ourselves professionally and respect each other's opinion. Those who do not comply to these rules will be asked to be removed and prohibited from further participation.

So, the Agenda for today is Bill No. 237-38 (COR) Introduced by myself, AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39.

The second bill that we're going to hear is Bill No. 220-38 (COR) introduced by my colleagues, Senator Shelly V. Calvo, AN ACT TO REPEAL AND REENACT § 21002 OF ARTICLE 10,



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Telo T. Taitague
CHAIRWOMAN

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CHAPTER 2, TITLE 10, GUAM CODE ANNOTATED, AND TO ADD A NEW CHAPTER 40C TO TITLE 7, GUAM CODE ANNOTATED, RELATIVE TO CLARIFYING DEFINITIONS RELATED TO ELDERLY OR ADULT WITH A DISABILITY ABUSE; AND TO ESTABLISHING PROTECTION AND SUPPORT FOR THE ELDERLY AND ADULTS WITH A DISABILITY WHO ARE VICTIMS OF ABUSE; AND TO CITE THIS ACT AS THE “GUAM ELDER AND DISABILITY WELFARE ACT OF 2025.”

The third bill and last bill on the agenda is Bill No. 221-38 (COR) introduced also again by Senator Shelly V. Calvo, AN ACT TO ADD A NEW ARTICLE 4 TO CHAPTER 3 OF TITLE 19, GUAM CODE ANNOTATED, RELATIVE TO THE RECOGNITION AND REGULATION OF COMMON LAW MARRIAGE IN GUAM.

At this time, we're going to begin with the first bill on the agenda, which is Bill 237-38 (COR). A Fiscal Note for this bill, which is the bill for Department of Labor. Okay, and of course, we have the Director of labor who is here today and he's already seated, ready to go. I'm just going to do a short opening to explain that the bill did receive a fiscal note on December 12th 2025 from BBMR. They stated the bill imposes a 2.5% processing fee calculated on a 50% of the eligible training costs claimed on the application for tax credit purposes. BBMR also noted that based on average collections over the past five years, the Guam Department of Labor anticipates a fiscal impact of approximately \$208,000 annually from these fees on the total tax credit.

Also, legal counsel received this bill and looked it over, and it has been reviewed by them during its introduction, and at this time, we've heard no recommendations or changes or amendments for this bill.

Invitations were sent to the Department of Labor, the Guam Community College, University of Guam, the Department of Revenue and Taxation, and Tax Commissioner to come and testify on behalf of this bill.

So, that being said, just a short opening on the bill before we hear from the Director. In short, Bill 237-38 was introduced on behalf of the Department of Labor, and I would like to thank my colleagues, Senator Therese Terlaje, Senator Chris Barnett, Shelly Calvo and Senator Sabina Flores for co-sponsoring this measure as well.

So, Bill 237-38 seeks to formally adopt into the Administrative Rules and Regulations the rules promulgated by the Department of Labor for the implementation and enforcement of the Guam Registered Apprenticeship Program, also known as GRAP, as mandated under Public Law 35-

38. What the bill does, it codifies regulations that establishes equability standards and documentation requirements for registered apprenticeship programs.

It also defines procedures for tax credit certification, reimbursement limits, and cost verification. It creates safeguards to prevent fraud and abuse through record-keeping and enforcement mechanisms. It utilizes U.S. Department of Labor registered apprenticeship standards to ensure program quality. It also provides clear appeal rights, petition procedures, and public rulemaking process. And it ensures the program is aligned with Guam's current and future workforce needs. The Department of Labor has fully complied with the Administrative Adjudication law in promulgating these rules including holding a public hearing, obtaining approval from the office of the Attorney General and securing the Governor's approval prior to submission to the Legislature. What remains is formal legislative adoption to complete the process. So, we are here today to hear the bill, and I'd like to thank the many good employees over at Department of Labor for their hard work and due diligence in seeing this through. Yes, and at this time I'd like to recognize the Director. Director Dell'Isola if you would please like to state your name for the record, who you're with, and also read your testimony into the record. Thank you.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Thank you. Honorable Telo Taitague, Chairperson, Senators Gumataotao, Calvo, and Barnett. Thank you for coming this morning. I'd like to read my written testimony. Dear Chairperson Taitague, thank you for this opportunity to testify on Bill 237-38 and for holding this public hearing. We would like to take this time to recognize former Senator Regine Biscoe Lee for authorizing the original legislation, Bill 128-35, that created the pathway for the Guam Registered Apprenticeship Program, GRAP rules and regs to undergo the Administrative Adjudication process and soon become law.

The Guam Department of Labor is in full support of the passage of the GRAAP rules and regulations. GDOL administers the GRAAP, which is a program that provides tax incentives to eligible businesses that employ apprentices who are duly enrolled and registered in the program.

Eligible businesses are entitled to tax credits against their gross receipt tax liability equal to 50% of the eligible training costs paid or incurred by the business. As part of the Administrative Adjudication Act, GDOL held a public hearing on September 23, 2025 to receive input from the community. A final draft of the GRAP rules and regs was transmitted to the Office of the Attorney General on October 9, 2025, who received and approved the proposal on October 24, 2025. Thank you, AG, for that quick turnaround. Thereafter, the agency record was transmitted to the Governor of Guam on November 6, 2025, which was reviewed and approved on November 14, 2025. GDOL has completed all prerequisites mandated in the promulgation process and properly submitted our record to the legislature for action. We believe that the GRAP rules and regs submitted to the legislature as written, is sufficient to ensure a fair and equitable administration of the program. We are eager to begin this program as soon as it is enacted into law and highly encourage the legislatures to pass the bill in its final form. *Senseramente*, Dave Dell'Isola, Director, Guam Department of Labor.



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

Committee on Economic Investment, Military Buildup, Regional Relations, Regulatory
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SENATOR TELO T. TAITAGUE, CHAIRPERSON: Thank you, Director Dell'Isola. I'd like you to take a moment to actually introduce everyone here from your department and what they oversee. If you don't mind to turn around and just raise your hand when he calls your name out so you can be recognized. This is the backbone of the Department of Labor, everyone.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Yes, everybody in the administrative and pressing and adjudication process and written of the rules. We have Janella, my PIO. We have Navis, who does the calculations for the tax credits before they're turned into the Rev and Tax for the companies. We have Greg Massey, who is the author of said rules and regs. He did an excellent job. Of course, we have Helen Mafnas who is my ASO, who is the backbone of our administrative processes and costs. We have Phyllis Topasña who is Ms. Apprenticeship. She is the one that is the keeper of all information that gets all these businesses and teaches them and helps them into the program. We have Barry, who helps us with special projects from a little bit of everything and anything that has to do with all the projects that we have on hand. And I think that's all, and myself.

SENATOR TELO T. TAITAGUE, CHAIRPERSON: Thank you so much for recognizing them. I know the hard work they do and it's good to see new faces now. Many of the people are retiring these days and I'm hoping you, before they retire, have gave you that institutional knowledge that you need to move forward to keep this agency moving forward. So welcome, and thank you for your hard work on this bill. It wasn't easy- especially Greg, you know, being the author mostly of all these rules and regs. I appreciate your work. So, at this time I'd like to just ask... Well, I'll save my questions for last, and then start off with who came first to session. And that is Senator Shawn Gumataotao, you are recognized for any questions that you may have.

SENATOR SHAWN GUMATAOTAO: Yes, thank you Madam Chair, and thank you Dave and your team for being with us today. I have a comment and then some questions. But I think the one thing I just want to say is- in your testimony this morning, just because he's in the room too, giving credit to the Attorney General of Guam and their office for getting this through the entire process to get to the Governor of Guam is no easy feat. It takes a lot of effort. And so, I just want to say, first off, kudos to your team, but also kudos to the Attorney General because with the sheer amount of rules that come through the government of Guam today, keeping up, to include your agency, I can just recognize today that is just no easy feat. You know, I just want, I can Madam Chair, just wanted to add this... According to GDOL there was gosh, twelve, I don't know... I'm looking at this crazy. It's \$12 million plus in tax credits that were authorized in fiscal year 2024 for 410 apprentices across 32 companies in this community. And just managing it, I'm sure it's a big challenge to your team.

But if I can, just two questions: Recognizing the increasing volume of foreign skilled workers who are currently in Guam to support the unprecedented military expansion in our part of the world, where does construction from your perch, where does construction related occupations fall within your latest available demand occupations listing? And what percentage can you say, maybe it's impossible to share with us this morning, but what percentage of the \$12.6 million in tax credits that were authorized in fiscal year 2024 were directly tied to construction related jobs?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: As far as construction related jobs, there's not a lot. Most of the positions that are in here are the local businesses that are trying to grow their workforce, and are having challenges finding those talent pools. Some of those do include trade type workers, especially in those businesses that are like the cell phone companies and stuff like that. They hire a lot of people with technical skills. Majority of the H2s, of course, are in the military construction behind the fence. And it's a challenge to get our local workforce into construction when there's not a lot that do that. But we support them through the Guam Trades Academy. We are always graduating people, young people, that are coming out of the trades, and a lot of them are going into our local businesses in support of them, instead of a lot of the contractors that are in base. Some of them have some contracts inside base, but are local businesses. So, in a way we are supporting them as much as possible through the trades.

SENATOR SHAWN GUMATAOTAO: Right. Thank you, Dave. Oh, yes, thank you, Dave, for answering that on the record. And my only last question, Madam Chair, with respect to the responsibility of GRAP participants, what policies are in place to hold individuals financially liable for failing to complete any program or work requirements, and what information is available summarizing the extent to which participants have had to pay back any fees, wages, or any other benefits due to program noncompliance?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: So far, we haven't had any problems with the program. We work very, very closely. We have people like Navis back here that goes line item by line item with some supportive staff to go over each of those expenses and basically approves it. So, we audit all that. And if there's any questions, we work it with the employer so that the package that is turned in, which is sometimes changed, is good to go to Rev & Tax. So, as it stands now, we are handling it but it is growing where we need additional staff. And that's where we're going to get the help is continually working with the employer to ensure that there's I wouldn't say fraud but just mistakes in the expenses and stuff like that.

SENATOR SHAWN GUMATAOTAO: All right. Thank you, Dave for answering my questions this morning and appreciate you Madam Chair for the time this morning. Thank you, again.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Thank you, Senator.
SENATOR TELO T. TAITAGUE, CHAIRPERSON: Thank you, Senator. At this time, I'd like to recognize Senator Shelly Calvo.



OFFICE OF SENATOR

Telo T. Taitague

CHAIRWOMAN

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SENATOR SHELLY CALVO: Thank you Madam Chair. Good morning and thank you for the opportunity to speak. *Håfa Adai* and Buenas everyone, Director Dell'Isola. Good morning and the team of DOL, thank you for being here. Thank you for your testimony. I don't really have much of remarks or question. I understand the intent of the bill is to streamline the process and of course assist our community. Just very few questions. Maybe one or two, Director. Just a curious question. How will GDOL verify residency, wage records and GEDA clearance efficiently?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: We have forms that they turn into us for each individual to be approved in the apprenticeship program. So, they go through the approval process for each individual. They have to turn in the residency form. And what was the rest of it that you were asking for. I'm sorry?

SENATOR SHELLY CALVO: Oh, the wage records that ...

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: The wage records are basically done by their accounting staff in each of the businesses. And there are actual wage records that come into our offices and that's what our staff basically goes through and verifies each of those line items.

SENATOR SHELLY CALVO: I see. And then, what about GEDA clearance?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: They also have to provide a clearance from GEDA with their packet before we move forward with any approval of them into the program.

SENATOR SHELLY CALVO: Thank you for your answer. What about for small businesses? Do you have like an outreach plan or is there something like an outreach plan that's already in existence for small businesses and priority industries?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: That's a great question because I am always approaching small businesses. And some of them are daunted by the task of getting the approval, which can take months. But the more businesses that we have approved, we have created a robust website of templates. And so, that basically we're not reinventing the wheels for a lot of the businesses. So, if one business is coming in and we have two or three other businesses in the similar categories, we share those templates so that 90% of the work, 80% of the work is already completed. All they have to do is put in their information and tweak it to what they do. Same with all the templates for their accounting and for all the different

requirements that's needed. So, we do have a robust template. We sit down and work with every individual to make sure that they have a full understanding so that they turn in the best and complete number of records and information so that we can move forward quickly.

SENATOR SHELLY CALVO: Thank you for your answer, sir. You know, Director, obviously our community consists of many small businesses. And obviously as much as we want to help everyone, as we can see that many are struggling and more small businesses are struggling at this point in time, at the same time you know at the verge of closing down and some of them closed down already. I think you know that you know more assistance to them would be very beneficial to our community in general. Thank you for answering my questions. That's all I have for today.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Thank you, Senator.

SENATOR SHELLY CALVO: Thank you, sir. And thank you, Madam Chair. Appreciate the time to speak.

SENATOR TELO T. TAITAGUE: You're very welcome, Senator Calvo. I'd also like to recognize my good colleague, former Speaker and Senator Therese Terlaje, who's here this morning. Now I'd like to recognize Senator Chris Barnett. You are recognized, sir.

SENATOR CHRIS BARNETT: *Si Yu'os ma'åse'* Madam Chair, and to the people of Guam, thank you to everyone in attendance this morning. And thank you again to everyone watching on our YouTube stream. I hope it's holding up this morning. Just a little programming note, the stream has been getting interrupted and so what the AV team does is after the hearing, they load the hearing in its entirety if the stream interrupts- just because we've been getting a lot of messages from people. They love watching this show, and they hate it when it cuts off. So, good morning, Director. I just had a first question because I remember that we had debated and then passed an extension to this program. So, the program is still live? Because I thought what we had voted on... I guess my first question is, the bill that we had passed said that the program ended December 24th. Is that accurate, or no?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: We extended it to 2029, and within it, we had to create the administrative rules and regs in order to get the 2.5% and codify everything else. So, that's what we're presenting.

SENATOR CHRIS BARNETT: Okay, well I think the Chair might have some questions on that for...

SENATOR TELO T. TAITAGUE, CHAIRPERSON: Actually, if you don't mind since we're on that question and I'll let you continue on, but what bill extended it to 2029? What was the public law that extended it? Because we do know that the bill that you recognized earlier was a public law that was introduced in the 35th Guam Legislature to extend it to December 4th, 2024. So, we're now looking at the latest bill and if you can, or the latest public law that extended to 2029. Can you give us that public law, please?



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DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Public law 37-53.

SENATOR TELO T. TAITAGUE, CHAIRPERSON: Okay, thank you. Senator Barnett, you can continue.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: It extended it for an additional five years.

SENATOR TELO T. TAITAGUE, CHAIRPERSON: Okay. Thank you.

SENATOR CHRIS BARNETT: Thank you, Madam Chair. *Si Yu'os ma'åse'* Director. Anyway, at the time, I remember we had debated the extension. I had raised some points on the floor about who was receiving the benefit. But I think more importantly, what do you call them again- the designations for jobs, you guys designate certain jobs it's like critical and part of the apprenticeship program?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: I'm sorry I can't ...

SENATOR CHRIS BARNETT: What's the term again that you use, Director? Where for these positions that are... Oh yeah, demand occupation listing. There you go.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: The positions are passed every year, which are in demand positions, critical and in demand, and from that list, they basically choose or we can amend depending on the type of businesses that are approaching us.

SENATOR CHRIS BARNETT: If you don't mind, could you just describe that process?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: The process?

SENATOR CHRIS BARNETT: Of naming or selecting the ...

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: We basically get take it off of the Office of Apprenticeship Demand Occupation list which is about 2000, I believe. There's a whole myriad of positions that are apprentice-able. And then from there, we basically take the ones that are in demand here on the island. And in this kind of economic times, most of the businesses have very similar business in the categories of the types of businesses that they're in. And since the April forum that we had- the GRAP Forum, the amount of businesses have increased dramatically. A lot of them are smaller businesses. Now that they've seen and

understand the process and they are aware of what is involved. And a lot of the other businesses have voluntarily helped those businesses answer those questions from a user point of view.

SENATOR CHRIS BARNETT: Thank you. I'm just on your website and I kind of did this when we discussed the program on the floor. But just to go over some of the big recipients of this program and the businesses. Well first of all, to the tune of \$2.7 Million dollars in tax credits, 52 apprentices at Citadel Pacific; and then we have Cabras Marine Corporation with 36 apprentices for \$1.4 million dollars; Duty Free shoppers of the Mid-pack Division have 48 apprentices for a \$1 Million dollar tax credits. So, is this the same DFS that's closing?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Yes. And they of course had to stop the program. Those numbers are based on last years.

SENATOR CHRIS BARNETT: Right, right so I'm reading from the DOL website for Fiscal Year 2025 participation in the program. And then we have GTA with 43 apprentices, \$1.3 million; Guam Auto Spot with 49 apprentices for a million dollars. And then, I think the next largest one is Triple J with 21 apprentices for just over half a million dollars. But, you know, I'm kind of wondering- so how do we kind of spread these, this program, a little thinner? Or is that the intent of it, where you have, you know, large numbers of apprentices with certain companies?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Well, that was what, our apprenticeship forum was made for- is to attract. We went out and got about 100 businesses of all different occupations or fields from healthcare, to smaller business retail, restaurants and that's where we're targeting and getting out to. And those bigger businesses, will start to shrink down as their apprentices start to graduate. They're usually in the two- to three-year programs, and they will attrition out. So that's why we just keep going after more and more into different agencies. We're hitting heavy in the food service. We're hitting heavy into the health clinics and occupations and businesses. And also, the smaller, more unique businesses, petroleum. Cabras Marine has always been a big apprentice.

SENATOR CHRIS BARNETT: I can see that because, you know, we want to get apprentices trained. And I think that just the question I had, and I brought this up on the floor, is you know, when we start getting into some of these businesses that are politically connected and they've got you know dozens of apprentices, it just I think for a lot of people, might not pass the smell test. But it is what it is and so I'm glad that you had the forum because I remember when we discussed this program and we voted on the extension, a lot of businesses were calling the senators saying, 'Hey, how do I get in on that?' Or, 'Why does this business have 52 apprentices and they're like a car dealership?' I mean, how does that, and maybe you can... Like, how do you determine these demand occupations? And how does like, for example, a car dealership align with that?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Well, if you notice, all the car dealerships are in the program and they're very hard-pressed in finding the mechanics, the customer service reps to sell the cars properly and all that. There isn't a local pool. So that really



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is geared straight for apprenticeship, where they can have a master mechanic apprentice a junior, or somebody just learning. And they go through a two-to-three-year program of which is laid out with educational component and training component. And then after the two to three years, they get a certificate, which is nationally recognized in that field, whether it's a Mechanic 1 or they could be a Mechanic 2. And the same with the cell phone providers. When you call the cell phone providers now, the person that answers the phone, the customer service rep, doesn't just say, 'Hi, my name is so and so, what can I do for you?' They do level one diagnostics, and they try to resolve the problems of your phone before they transfer you to any technician. And they have a very extensive amount of training. So, this program has helped a lot in finding, moving our local people without much skills into career-oriented jobs. And the ones that have been in the program for a while, they're now in the supervisory positions. They've gone up the chain since they've been in the program for several years now. And I'm very proud when I meet one of their managers and they said, 'Oh, I used to be an apprentice.'

SENATOR CHRIS BARNETT: How do you explain some of the differences? So, you know, for example, with the telecoms. You have, you know, one entity, again, with, you know, a substantial amount of more apprentices than their competitor. Like if you compare IT&E to Docomo. Is it just that Docomo doesn't know how to get involved in this program?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: I think Docomo was one of the first and largest GRAP. They've gone through some changes. I'm sure you're aware. And they also, there's an ebb and flow where they get a big cadre and they finish out and then all of a sudden, they say, "okay we have another need. Let's go for another round." So, as I told you, they used to be, I think, number one on our list. But they were one of the earliest adopters. So yeah, their cadre of apprentices have already finished the program and they're starting to start up again.

SENATOR CHRIS BARNETT: Thank you, Dave. So, I guess my question is how do you have like, for example, a Docomo who starts out big and then kind of funnels off with fewer apprentices as they graduate out of the program but then you have other businesses that maintain the same number. Is it because they're just getting fresh apprentices in as they graduate the others?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Well, I think what you're seeing is some of these newer businesses are just newer into the field. And you got to remember Citadel is a large conglomerate of corporations. So, it's not just IT&E. You got their gas. You got their food. I mean they are many different corporations. So, it's kind of deceiving

when you see them. They're one of the larger corporations in our apprentices, and they have a whole office for all those different business branches.

SENATOR CHRIS BARNETT: Yeah, I don't want to nitpick or single out any particular companies but it is what it is. When people look at this list, or at least what I do and some constituents I talk to do, is they kind of scratch their head and you know, wonder why it is that, for example, some of these businesses that are very politically connected are reaping the most benefit from this program. And I hope that, you know, in shaking the tree with your forum, you get more businesses to come and take part in it. But I mean, the numbers don't lie, and it is what it is. Which kind of leads me to my next question. In the rules and regs, you have all the authority to investigate fraud or abuse with this program. And Lord knows we do not want to end up with another PUA with this apprenticeship program. So, do you have the willingness and the independence to investigate instances of fraud and abuse that may occur with this apprenticeship? Favoritism actually is another thing that I think people would be concerned about. Are you able, willing, do you have the independence, the capacity to investigate instances of fraud and abuse that occur within this apprenticeship program?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: We do now, but the program is growing and that's why we need that 2.5% that's going to go directly into staffing to help with the workload of this. Right now, it's just taking us a little bit longer, but line item by line item, each of the expenses that are turned in are verified and justified and we work very closely with each of the businesses. But it is starting to grow and that's where we need to get some additional staff. So, we are looking at it to ensure that the program, and that we basically ensure that there's no problems. Because you know, it's not that hard to have wage records. They have their staffing. They work with us so intimately to get to where they are that we are very familiar with each of the individual apprentices, and we follow them.

SENATOR CHRIS BARNETT: Can you provide some examples of what would constitute fraud and abuse in this program?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Sometimes they might want to get creative with the expenses and the equipment that would be covered that is part of the apprentices. Or, that we just want to make sure that the mentors are actually working with them on the right amount of time. We haven't had that much abuse because the educational component and their understanding of what is required is very clear. So, we follow that. It's just sometimes they get creative in adding in additional costs and expenses that's related to the apprentices training. And those are the parts that's really up to interpretation.

SENATOR CHRIS BARNETT: So how much do you anticipate that the program will grow and how much additional staff and personnel are you going to need to, you know, adequately police it and maintain it?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Well, we're hoping that as the fund goes up that we're looking to at least initially grow by two people. And it's going to be on the cost and the evaluation part of the equation. We already have two people that are on the



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front end, which is basically getting them started, teaching them what is needed, the paperwork, and also approaching businesses like we did yesterday. We approached the new businesses that's looking at possibly joining us. And we are constantly going out and reaching out. Every time I go to any function, restaurant, I'm always meeting with the manager saying you need to be in this program.

SENATOR CHRIS BARNETT: Is there a cap though, Director? You know, so we're going out and getting people to participate in the program. Was there a cap to the number of the credits that we issue? Like in total?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: No. The program in itself, you got to remember the people that go into the program, each of them, the occupation has to be at a certain skill level that's apprentice-able. You just can't get a hostess who doesn't do much but seat people and put that as an apprentice. You need to have a production cook who needs to basically take two years or so of education and on-the-job training to reach that apprentice program certificate. And each of these programs are basically outlined and you have to satisfy them through the Office of Apprenticeship. There are guidelines of what is required, what types of education and how many hours of formal work experience versus classroom experience that is needed. So, it's very regimented, and there's not a lot of flexibility. The type of flexibility could be through some educational component if they have some in-house specialty training modules that we can substitute in.

SENATOR CHRIS BARNETT: Could you just share with our viewers how often you update the list of the demand occupations?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Every year.

SENATOR CHRIS BARNETT: Okay.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Once a year.

SENATOR CHRIS BARNETT: What are some of the positions that you're anticipating may be added?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Some of them are in healthcare. Since we are, I've been targeting the healthcare. I think that that is something that a lot of our people can go into careers. And so, when I'm looking at what type of occupation can our local people who are out of high school who have very little training can step into and get

trained and they're basically tech assistants or assisting in the admin side, and various things like that. And then of course there are always some unique businesses, petroleum or whatever it may be that might come into the fold or are interested that we can look into what occupations can fit for them and what we could add in.

SENATOR CHRIS BARNETT: Thank you. Thank you, Director. Yeah, I support the program. It's a great program. I mean, if we're doing it right and it's turning out people who have been apprenticed and, you know, then enter the workforce, hopefully with the same company or in another company, but, you know, then enter the workforce, hopefully with the same company or in another company. But, you know, bringing a better skill set, right? Who doesn't want to support that? I think the only questions I had just with the program, you know, I don't want to look at the program recipients and be like, 'Oh, that's someone's pari, there's someone's pari too, there's someone's pari.' So, I'm very glad that we're spreading it out and making the businesses.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: I understand your perspective, but you got to remember, we're taking unskilled Guam population and putting them into career level jobs. And I don't care what political affiliation they are. It's good for the island.

SENATOR CHRIS BARNETT: Thank you. Thank you, Director Dell'Isola and thank you again to the DOL team for being here. And thank you, Madam Chair for being so generous with the time this morning.

SENATOR TELO T. TAITAGUE, CHAIRPERSON: No worries. This is the People's House. They deserve to have all our questions answered. We are not the experts, sitting in front of us are the experts for us to school ourselves. So, you're very welcome, Senator Barnett. And at this time, I recognize Senator Therese Terlaje.

SENATOR THERESE TERLAJE: Thank you very much Madam Chair. Thank you all for your work on these rules and regs and on the program continuously. So, I just have a couple of questions, if you don't mind, since the Chair's being very generous with her time. Can you just give us a two-minute plug on this program in general? I heard you introduce the rules, but it didn't really explain what this program is for anyone else who you might reach today.

SENATOR TELO T. TAITAGUE, CHAIRPERSON: Can we also call Greg Massey up? I'm sorry to interrupt. Can we have Greg come on up?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: You want to hear from somebody else or you want me to go ahead?

SENATOR TELO T. TAITAGUE, CHAIRPERSON: Oh, please, it was Greg that actually... This is something that I ... Just in case.

SENATOR THERESE TERLAJE: The benefits for employers and employees.



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DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: The benefits for employers and employees. Well, basically, the way I approach, and like I said, everywhere I go, whether it's out to eat or whether it's at a political function or wherever it is, I approach the Chamber, Rotary. I always say this is the best kept secret that I keep talking about. And I keep talking about it. I put out endless articles on grant members. I'm trying to diversify the pool. And basically, I approach a lot of them because they're always coming up to me saying, man, I'm having a hard time finding employees. I can't get these employees that got these skills. And I'm sitting there saying it's because they don't exist. You're going to have to create them or they say they hire somebody because they took them from somebody else and then they somebody offered them another dollar and they jumped ship and so that's my perfect opening for a GRAP. And how it's the perfect opening is because they're not here. You can develop them and you can train them.

So, you can get somebody who has the willingness and the eagerness to train into those positions. And most of them will have a skilled mechanic or a skilled person at that level. And they're usually are aging out or getting old. And they are willing to train that person into that position. We basically lay out the position and we have a full typically two-to-three-year apprenticeship program that includes the educational component and the job, how many hours component. And they get 50% of the salary of the risk they're taking with the new individual. And the mentor, you're able to take 50% of their salary. They're training and not producing as much because they're busy working with that employee. That alone has helped a lot of business in these economic challenging times maintain a workforce times, maintain a workforce and train a workforce so that in two years to three years, they have a workforce that it is proven that an apprentice who graduates with a company has about a 47% better retention rate in that company because you groom them from unskilled to a skill level career.

They take that appreciation and they stay with that company and are not as easily ready to jump ship when you've invested in them. And that's one of the biggest benefits too. And they slowly build up their workforce because after two years, three years in a program, they graduate. And now they have somebody, if they need another person in the lower end. That person can retire out. And this person can now become the mentor for somebody new, and the cycle begins again. And they can grow their workforce and start to get the training and the crew and our people who are unskilled are now moving into career jobs, not just hourly jobs. And they get a certificate that is nationally recognized that they can take anywhere in the nation and they will honor that, you know, 'I'm the mechanic.' 'What kind? That doesn't tell me what kind of level.' And the certificate will tell them what kind of mechanic- their level, and the type of education and on-the-job training that they get.

From production cooks to admin assistants, to restaurants and hotels, to the whole gamut of positions and occupations that we are aggressively expanding to and reaching out. And the bigger pool that I have of employers... You know, this island is small. So, whenever I see a business, I say well, you know, look at our list, you know somebody there. Go approach them and ask them how it's helped them and how are the strengths and the negatives of joining the grant programs the you know, what is it that it took for them, and they can help them. So, we have a very strong list of companies that have mentored other businesses into the GRAP program. And that's something that, you know, only on Guam that these businesses have helped other businesses and their willingness.

And that is something that I noticed at the GRAP Forum, because the GRAP for was mainly made up of businesses who are already in the GRAP and they talked in a round table discussions of what it took for them, how it has helped them, how it has kept their employees, how it has not only maintained their employees, but they were able to give pay raises. Because as you move along in the apprentices, you move along in your salary, too. There has to be increases, salary increases as they retain each level in the thing. So, there really isn't much negative. That's why this is my favorite program. And this is something that I'm very passionate about, and speak about with any of the businesses that I go out.

SENATOR THERESE TERLAJE: So, the mentor's salary, 50%, and 50% of the apprentice's salary, are covered by you, in the form of a tax credit?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: They received the approval for the... They have to pay the taxes and then they can get the 50% back as a credit.

SENATOR THERESE TERLAJE: All right, and then, Okay. And so, the rules are now in place, but the program has been ongoing. So, if I can just...

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Well, yeah, this was part of the last law, one was extended, that we had to promulgate rules and regs. And also, it allowed us a 2.5%.

SENATOR THERESE TERLAJE: 2.5%. So, is that new?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: That is new.

SENATOR THERESE TERLAJE: Okay. That was my question. So now with these rules, when they are passed, then you will be assessing a 2.5% to these employers, right, for costs? And that will go to your department for use to continue the program.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: And we're going to- they don't have a problem with it from the businesses I speak to because they know the amount of work. Because we go through an extensive amount of templates to get them into the program, and then when they turn in their expenses, we audit every line by line. It's very extensive and time consuming and the more people we have the faster we can turn that around.



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SENATOR THERESE TERLAJE: All right. And you said there's no cap on this program overall. Is there one report that shows- I know it says every employer must report- but is there one report from you that shows on your website or anywhere that shows the overall tax credit impact?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: If you look at our website, it's very robust and it basically breaks down to even every single individual apprentice and what they make. I mean, that's how detailed our website is.

SENATOR THERESE TERLAJE: So, we can know the impact of it?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Yes.

SENATOR THERESE TERLAJE: All right. And it says here, all claimed costs must fall within the previous three calendar years. That's why you get this- there's a three-year apprenticeship program. But that's only for an individual kind of three years. But a company can go on forever and ever.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: The three years is mainly when they turn in their expense sheets for the tax credit. In the past, I've seen them sometimes be way behind on that and turn in like five years and it's a very exhaustive amount of work. So, they are capped to the amount of expenses for tax credits to three years. Most of them now, we don't have that problem. They turn in either blocks of three months or six months or, you know, every month because they can't get the credit until they turn it in.

SENATOR THERESE TERLAJE: All right. But is there anything that limits an individual from being an apprentice in different positions forever?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: When they get into that occupation, there is a set program for that certification.

SENATOR THERESE TERLAJE: So, let's say I'm a customer service apprentice for three years, then I become a customer service supervisor for three years?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Most of them are two years, depending on the amount of work.

SENATOR THERESE TERLAJE: Is there anything in the rules that caps it like that? That's my question.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: No.

SENATOR THERESE TERLAJE: No, right? I don't see that either. Okay, and

then there was a portion here that allows, what's it called, *cooperative programs authorized when necessary, shall develop and enter into memorandum of understanding with other government agencies or instrumentality or private organizations to provide specialized training in a particular field not available within the apprenticeship program.* Have you used this provision? Has this happened?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: But that would be, if you had me to imagine how that would work, is somebody in the health care that needed a specialized for like a X-Ray Technician Assistant or something like that, and GCC doesn't have a classroom training for that person, that maybe there is a training provider here that could do that type of training so they could get into an agreement for that kind of stuff.

SENATOR THERESE TERLAJE: I was just about to ask if it has been used because of the healthcare fields?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: That's why we're kind of expanding and looking into it.

SENATOR THERESE TERLAJE: All right. Is there anything in this program that would help us to increase teachers in the public schools?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: That is something... That's funny you speak... Not for GRAP because, of course, the government doesn't pay taxes. But that is something that we are now looking into, and are working on a Teacher Apprenticeship Program. And that would be funded through the MDF.

SENATOR THERESE TERLAJE: MDF, okay.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Yeah. And so, we are looking at that now.

SENATOR THERESE TERLAJE: All right. And then there was a specific mandate in the law, 22 GCA, § 10104, which gave some kind of preferences like, that you should... What did it say? Emphasize certain fields. It says, fields of CHamoru cultural practices, human resources development, office technology medical coding and billing, information and development- information technology, website coding and development, finance



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and accounting, cosmetology, automotive, engineering, agriculture, and aquaculture, as well as industrial work, construction, and technical trades. It's a lot.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: That's a demand list.

SENATOR THERESE TERLAJE: All right. But they're saying that that *you shall emphasize occupations in these fields*. And then it says here on (d) on selected industries, that you shall emphasize occupations in these fields, and that you're going to do this through *written notices to each applicant seeking establishment of a new occupation*. But to me that seems too late. They're already applying for certain positions, but what we want is to emphasize that our program is going to reach out to these certain positions. I guess I'm just with the listed need, and I can see why it needs to change.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Yeah. It changes every year, basically.

SENATOR THERESE TERLAJE: Yes, but I'm just saying this rule about how you're going to reach out to them is *through written notices to the applicants*. They're already applicants. You understand what I'm saying. So, it's kind of late. You want to reach out to new applicants or potential applicants as opposed to existing applicants that we want in those fields. So, I guess that's what you're saying you're doing in the healthcare fields and the other ones that you emphasize. So, that's good. It says you're going to do that whenever practical through public outreach, other appropriate efforts. Do you believe we need to make specific rules of how you're going to do that? Or, that that's going to be done by any Director?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Basically, every year we come up with a list and I am able to, throughout the year, if a demand occupation comes in a company, and they are needed, that I can add that position into the fold. So, things change.

SENATOR THERESE TERLAJE: I'm talking about still letting people know about this program. The part that's still going out and letting people know about the program, I still think needs a little bit of emphasis, right? As you did with your forum, and just to continue that, the new employers that don't know about it yet.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: That's why I've gone to the Guam Contractors Associations. I've done it with many rotary clubs, civic functions. I'm guest speaking and the GRAP is one of the biggest topics that I speak on. If not the big topic that I speak on.

SENATOR THERESE TERLAJE: So, I'm just pointing out that the rules just say generally that you're going to do outreach. But their rules so we can really be more specific as to how-kind of urging directors not just you, but every director that comes in after you to really make sure that they do this. But again, so there's a lot of discretion in your approval of occupations for the list. Have you ever denied?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Yes, when some of those positions aren't apprentice-able.

SENATOR THERESE TERLAJE: Meaning they're not on the federal list?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: They're not, they don't require enough skill level for it to be a two-year program or when they're not on that list of occupations that are on the apprentices list from the Office of the Apprentice.

SENATOR THERESE TERLAJE: Right, that's a federal list, right? So that federal list, if a position is on there, would you say you default approve those?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: If they are on that list, then they have standards already attached to it and then we can. If they are slightly different from that list but very similar, that's where we can step in and customize it. But like I said, they have to be an apprenticeable occupation.

SENATOR THERESE TERLAJE: Right. If they're not on the list, you're going to use your discretion to determine whether it's apprenticeable. And then how many would you say that you've denied?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Oh, I don't know. That's not something that I track. I'm sorry.

SENATOR THERESE TERLAJE: Is it a lot? Like one or two or are we talking about 10 a year, or what?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: We're talking about a lot of times a new business will come and give a list of the occupations and we will go through it and say, 'Okay, these aren't apprenticeable but these occupations are.' So, it's a work as we educate and work with the businesses that are stepping in to become apprentices. It's something of a learning curve for them because they're not familiar with the word apprenticeable and the requirements involved

SENATOR THERESE TERLAJE: And what do you use to determine if it is apprenticeable, since it's at the Director's discretion?



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DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Usually doesn't make my level yet. They work with our staff who have the guidelines.

SENATOR THERESE TERLAJE: Okay. So, there are guidelines that you use?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Yeah. We usually, like I said, when a business comes to us, they're saying, 'Okay, we want to get into the program.' We say, 'Well, give us your staffing pattern. And then we will look through the staffing pattern and we'll say, here's a list of the positions that you could apprentice. So that's how it works mainly. They don't say these are all the usual positions. It's a partnership that we sit there and we develop with them.

SENATOR THERESE TERLAJE: All right. So, I just find it interesting that this is a program where it's kind of employer-led. I mean, employer led what the priorities are going to be. It's not necessarily anyone else out there making a determination that we really need this type of employee for Guam, and that we are going to prioritize this. And I guess if there's no cap, then we don't need to do that at this point. Only if we want to cap it, right? But so, I guess we can allow it. However, can you just tell us which occupations were approved, which new occupations were added maybe this year in your latest list?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: We haven't... I don't know at the top of my head. I'm sorry, that's something that I could get to you.

SENATOR THERESE TERLAJE: All right. I'm reading your lips back there. It says you haven't added any new occupations for a while. How many? How long?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Oh, when you say new occupations, we're talking about, we follow the list that is given to us by the Office of Apprenticeship. So, they may not be a new occupation. It's not a new occupation. May not have been done on Guam, but the occupation is from an established list.

SENATOR THERESE TERLAJE: Right, but you, the Director, establish kind of a sub list every year, right? Otherwise, you wouldn't need to establish a list every year.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Basically, it rolls over from the list of demand occupations from the office of the apprenticeship.

SENATOR THERESE TERLAJE: Okay. So, what new apprenticeships programs have we seen in the last year.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Most of them are in the fields of... We have some new companies that have come in like in the health field. We've had some into the petroleum field. We've had some new companies, Insurance. We've had some financial companies that have come in, Trucking. And off the top of my head...

SENATOR THERESE TERLAJE: Do you think it's safe to say that we could describe it as almost any position in any company can be eligible for this apprenticeship except for maybe the very basic entry level that is non-skilled?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Say that again.

SENATOR THERESE TERLAJE: It sounds like almost any position, in any company that requires training can be eligible for this program, except for maybe those very entry-level positions that don't require any training.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Let me put it this way- a lot of these businesses are having problems like I said finding employees in every field, and these employees need to have certain skills so they're using this as a tool in order to get untrained people putting them in through a training program and build up their trained workforce.

SENATOR THERESE TERLAJE: Yes. And so, my question is, do you think almost every employer on Guam would be eligible for this program if they have more than the basic entry-level employees?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Theoretically, yes.

SENATOR THERESE TERLAJE: Do you think so Mr. Massey?

GREG MASSEY, DEPARTMENT OF LABOR: Well, I mean potentially yes. But getting into the registered apprenticeship program, it's not like you're just going to fill out a form and you're done. I mean, it's hard. You've got to develop apprenticeship standards. You got to follow the standards. You got all the reporting. You're going to have to have them going to classroom training. So, it's not for everybody. I get where you might be going- if this is something that can get out of hand. But it takes a lot of dedication on the employer's part to engage in this program and keep it up. It's not for everybody. So, is it available? Yeah. And if the employer wants to dedicate those resources, then great. They're going to come out with a really skilled, trained worker. You know, but I don't think everybody wants to do it, you know. And it's not going to work for short term, where you have a lot of turn over. You're not going to engage in a three-year program. But, we what we have found is that those that do engage in it, the retention is a lot better because people are more loyal once you've trained them up and you've graduated them from an entry level up into a skilled position.



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SENATOR THERESE TERLAJE: All right. Thank you. Thank you, Madam Chair. Thank you so much for all of you, for all your work, continuing work on this program, on these rules. I appreciate the Attorney General's quick review of this. That's pretty rare. So, thank you.

SENATOR TELO T. TAITAGUE, CHAIRPERSON: I just wanted to add to what Senator Terlaje was talking about with regards to can anyone be a part of this. How have you been working with DISID or vocational rehab? Would they have the opportunity or that you can reach out to them to avail themselves of this apprenticeship program?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: The employers of their participants could be qualified, not of course DISID itself. But the employers could be. And that's why we're encouraging. Like I said, going constantly trying to reach out to different... Because a lot of businesses, yeah, it's too much work between the accounting and the training and the bookkeeping to bringing on an apprentice. It takes a commitment, a large commitment and not every business is willing to take on that task

SENATOR THERESE TERLAJE: I just want to find out- remember when I asked you about rejections? Is there a list that shows they were rejected, or do you give them formal notification that those positions are not eligible or anything like that, that we can monitor?

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: No, because like I said, they come in, they learn about the program, and they might say, 'Okay, this is not for us.' Why would I make a list of that?

SENATOR THERESE TERLAJE: But when they do apply, I'm asking, when they apply and you have said no, you're not eligible.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: No, because, like I say, it's a step process and by the time they're ready to apply, they've been well-educated on the pros and the cons and whether or not they want to take that next step. And we try to work very hard to bring them on.

GREG MASSEY, DEPARTMENT OF LABOR: Senator, I think if I could add, I don't think we've gotten to a point where someone has said, I insist. Where we had to say, no you're rejected. It gets to the point where it's like, 'Well, you know, you have to do this,' and then they go,

‘Okay, you know, we’re not going to proceed. That’s why I think it’s very rare to see any rejection.

SENATOR THERESE TERLAJE: Okay, thank you. Thank you.

SENATOR TELO T. TAITAGUE, CHAIRPERSON: You’re very welcome. A lot of great questions that were being asked here, and especially for the listening public who want to avail themselves of these programs at Department of Labor. You’ve done a lot of work on this, built these rules and regulations, as well as the continued apprenticeship program. We know that because of the extensions, that we’ve always coming back to this body extending it every five years, every four years. In fact, it was Senator Amanda Shelton who actually introduced the last one to extend this program in the public law that you mentioned earlier in the 37th Guam Legislature. So, I’m pretty sure that we’ve got senators here who support your measure. And I appreciate again the work of the Office of the Attorney General to get this out right away, because I know you’re overwhelmed right now. And the workforce on this island right now is becoming scarce. We’re getting attitudes from the next generation here who are saying that well, ‘Why am I going to go to school?’ ‘Why am I going to train when AI is going to take my job?’ Things like that are happening and we have to nip that in the butt. That’s why the AI Task Force that we have going is going to work very closely with the Department of Labor. I believe you’re on the task force to ensure that it’s not there to replace employees, it’s there to augment areas that we fall short on.

So, we’re going to keep close ties between the two of us, especially with this AI going on.

So that being said, I’d like to thank my colleagues for their great questions. And I hope the public who have additional questions that you’d like to ask, feel free to call the Department of Labor. I know Phyllis oversees the program, and she’s a wealth of knowledge and will be able to guide you. My last request though is to if you could reach out to DISID and find out where their clients are going or where they’re working at, and that they can avail themselves of assistance for them, the employers that hire them, to put them into this program. You know, a lot of times they don’t think they can apply for some reason- that they’re getting a grant somewhere else. But I don’t think so. I think there can be, like you said, Greg, it’s more than just saying, ‘Hey, I’d like to be a part of it. ‘There are guidelines, applications to fill out and that you’re there to assist them to fill out those applications to make it easier for them to understand. So, I appreciate it if you could reach out to DISID and try and get them involved.

Okay, that being said, so Bill No. 237-38 (COR) has been duly heard. My office will continue to accept written testimony. We will have a markup meeting, so if there’s any changes that you feel need to be made, based on the comments that we’re making today, or questions. If you feel like you want to make any changes, please reach out to my office so we make those changes in the markup meeting, and then try and place this on the March session agenda. So, that being said, anyone in the listening audience as well. We will continue to receive testimony. Please send or email to my office at 238 Archbishop Flores Suite 407 at the DNA building in Hagåtña. You also may send your written testimony to my office directly at senatortelot@gmail.com. Thank you so



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much, Department of Labor, and for all your hard work please give my very best to all the other employees.

DAVID DELL'ISOLA, DIRECTOR, DEPARTMENT OF LABOR: Thank you senators. I appreciate it.

Public Hearing Adjourned at: 9:19 a.m.

III. FINDINGS & RECOMMENDATIONS

Bill No. 237-38 (COR) seeks formal legislative adoption of the rules and regulations promulgated by the Guam Department of Labor (GDOL) for the implementation and enforcement of the Guam Registered Apprenticeship Program (GRAP), as required under prior law and extended pursuant to Public Law 37-53

The measure:

- Codifies administrative procedures for GRAP;
- Establishes documentation, eligibility, and certification requirements;
- Formalizes tax credit verification and reimbursement processes;
- Implements enforcement and record-keeping safeguards;
- Authorizes a 2.5% processing fee to support program administration;
- Aligns the program with U.S. Department of Labor apprenticeship standards.

GDOL testified that all requirements under the Administrative Adjudication Act were satisfied, including public hearing, Attorney General review, and gubernatorial approval prior to submission to the Legislature

Director Dell'Isola testified in strong support of the bill, describing GRAP as a workforce development tool that:

- Provides employers a tax credit equal to 50% of eligible training costs;
- Encourages development of skilled local workers in “apprenticeable” occupations;
- Improves employee retention and career mobility;
- Utilizes nationally recognized certification standards

He reported that in Fiscal Year 2024, over \$12 million in tax credits were authorized across hundreds of apprentices and multiple companies

The Department further testified that:

- Claims are audited line-by-line;
- Residency, wage verification, and GEDA clearance are required;

- No significant fraud has been detected to date;
- The 2.5% processing fee is necessary to hire additional staff to manage growing workload

The University of Guam (UOG) submitted testimony in support of Bill 237-38 (COR), affirming that the Guam Registered Apprenticeship Program (GRAP) effectively incentivizes private-sector workforce development through tax credits tied to training and wages. UOG respectfully requested clearer legislative recognition as an eligible apprenticeship training provider under GRAP, noting that its academic programs, including accounting, computer science, engineering, nursing, psychology, and social work align with high-demand workforce needs. UOG emphasized that formal inclusion would strengthen collaboration with employers, expand training options, and better integrate its new experiential learning requirement with employer-based apprenticeship opportunities

No opposition testimony was presented during the hearing. However, Senator Chris Barnett and Senator Therese Terlaje raised substantive policy and oversight questions regarding the concentration of tax credits among larger corporations, the absence of a program cap, oversight safeguards, and the potential for favoritism or abuse. In response, the Department of Labor clarified that participation is not automatic and requires substantial employer commitment, structured multi-year training standards, and strict compliance with U.S. Department of Labor apprenticeship guidelines. All claimed costs are audited line-by-line, require wage verification and GEDA clearance, and must meet “apprenticeable” criteria. The Department further emphasized that program growth is naturally limited by training requirements and administrative oversight, and that the newly authorized 2.5% processing fee will strengthen staffing capacity to ensure continued transparency and accountability. No evidence of fraud, abuse, or preferential treatment was presented, and eligibility remains open to any qualified employer willing to meet the program’s rigorous standards.

The Committee held a markup meeting on Wednesday, February 18, 2026. No recommendations were received during and prior to the meeting. The Committee finds Bill No. 237-38 (COR) to be a necessary measure to complete the statutory rulemaking process and provide formal legislative adoption of the Guam Registered Apprenticeship Program rules and regulations. The measure strengthens workforce development infrastructure, supports employer investment in training, and enhances oversight mechanisms through codified procedures.






The Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement hereby reports out, **Bill No. 237-38 (COR)- As Introduced by Telo T. Taitague, Therese M. Terlaje, Chris Barnett, Shelly V. Calvo, Sabina Flores Perez-** “AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39,” with the recommendation _____

TO DO PASS

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

Bill No. 237-38 (COR)

Introduced by:

Telo T. Taitague 
Therese M. Terlaje 
Chris Barnett 
Shelly V. Calvo 
Sabina F. Perez 

AN ACT TO *ADD* A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39.

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

2 **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guåhan* finds
3 that, Public Law 35-39, was enacted on October 14, 2019, and is relative to
4 *Supporting the Administration of the Guam Registered Apprenticeship Program and*
5 *Extending the Tax Credit Sunset Provision of Said Program for an Additional Period*
6 *of Five (5) Years.* To implement and enforce the provisions of the Act, the Guam
7 Department to of Labor (GDOL) is mandated to promulgate rules and regulations
8 outlining the procedures by which it will accept, investigate, and adjudicate
9 complaints of violations of the Act in compliance with the Administrative
10 Adjudication Law (AAL) in 5 GCA Chapter 9.

11 *I Liheslaturan Guåhan* finds that in accordance with the AAL, on
12 September 23, 2025, the DOL held a public hearing on the proposed rules and

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) on October 9, 2025, and on October 24, 2025, the OAG reviewed and
5 approved the Guam Registered Apprenticeship Program (GRAP) Proposed Rules
6 and Regulations, confirming that GDOL had substantially complied with the AAL
7 requirements.

8 The rules and regulations were subsequently submitted to and approved by *I*
9 *Maga'hågan Guåhan* on November 14, 2025, and further transmitted to the Speaker
10 of *I Liheslaturan Guåhan* on November 17, 2025.

11 On November 21, 2025, in furtherance of the AAL and *I Liheslaturan*
12 *Guåhan's* Standing Rules, the proposed rules and regulations were referred by *I*
13 *Liheslatura's* Committee on Rules to the Committee with jurisdiction on Economic
14 Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs,
15 Justice, Elections, and Retirement.

16 It is therefore the intent of *I Liheslaturan Guåhan* and the jurisdictional
17 Committee to move the rules and regulations through the legislative process, receive
18 public testimony, and to formally adopt the rules and regulations into law, to
19 successfully implement the provisions of Public Law 35-39.

20 **Section 2.** A new Chapter 8, is hereby *added* to Division 1, Title 17, Guam
21 Administrative Rules and Regulations, to read:

22 “CHAPTER 8

23 GUAM REGISTERED APPRENTICE PROGRAM

24 §8101 Authority

25 §8102 Definitions

26 §8103 Program Eligibility

27 §8104 Approved Demand Occupations Listing

- 1 §8105 GRAP Tax Credit Certification
- 2 §8106 Denial of Tax Credit
- 3 §8107 Eligible Training Costs
- 4 §8108 Cooperative Programs Authorized
- 5 §8109 Electronic Filing of Documents
- 6 §8110 Fraud and Abuse
- 7 §8111 Disqualification Appeal
- 8 §8112 Technical Assistance Guide
- 9 §8113 Petitions
- 10 §8114 Severability

11 **§8101. Authority.** Public Law 35-39 amended 22 GCA Chapter 10 on
12 October 14, 2019, specifically §10107 requires the Guam Department of
13 Labor to promulgate Rules and Regulations, which it may find necessary in
14 order to carry out its responsibilities in the administration and enforcement
15 of the provisions of the law as it relates to the Guam Registered
16 Apprenticeship Program.

17 **§8102. Definitions.** The definitions set forth herein shall govern the
18 construction and interpretation of this Chapter:

19 (a) “Apprentice” means an employee of a business participating in the
20 Guam Registered Apprenticeship Program who is at least 16 years of age, except
21 when a higher minimum age is otherwise fixed by law, and who is employed to
22 learn a skilled trade.

23 (b) “Apprenticeship Program” or “Apprenticeship Training Program”
24 means a comprehensive training program designed to teach an apprentice how to
25 perform all duties in a recognized skilled craft or trade. at the journeyman level
26 that is described by a plan containing all terms and conditions for qualification,

1 recruitment, selection, employment and training of apprentices and a written
2 apprenticeship agreement.

3 (c) "USDOL-OA" means the Office of Apprenticeship of the U.S.
4 Department of Labor.

5 (d) "USDOL-OA Certification" shall mean evidence from the USDOL-OA
6 that the program participant has a registered and approved apprenticeship training
7 program.

8 (e) "Business" means a professional group, association, corporation,
9 partnership, sole proprietorship, trust, foundation, or any other individual or
10 organization carrying on any business whether or not operated for profit.

11 (f) "GDOL" and "Department" means the Guam Department of Labor.

12 (g) "Director" means the Director of the Guam Department of Labor.

13 (h) "Employer" means a business employing an apprentice whether or not
14 such business has an apprenticeship agreement with the apprentice.

15 (i) "Instructor/Mentor" or "Journey Worker" means a worker who has
16 attained a level of skill, abilities and competencies recognized within an industry as
17 having mastered the skills and competencies required for the occupation. (Use of
18 the term may also refer to a mentor, technician, specialist or other skilled worker
19 who has documented sufficient skills and knowledge of an occupation, either
20 through formal apprenticeship or through practical on-the-job experience and
21 formal training) or worker approved by the Director.

22 (j) "GRAP" shall mean the Guam Registered Apprenticeship Program, which
23 provides tax credits for Registered Apprenticeship.

24 (k) "GRAP Certification" or "Guam Registered Apprentice Program
25 Certification" shall mean a certification issued by the Director of Labor to the
26 program participant and the Tax Commissioner, detailing the amount eligible for
27 tax credit under this program.

1 (l) “Institution of Higher Education” means the Guam Community College,
2 the University of Guam, licensed post-secondary institutions or licensed post-
3 secondary training programs.

4 (m) “Occupational List” means a list of occupations prioritizing needed
5 trades that corresponds with a USDOL-OA apprenticeship training program that
6 lists the occupational trades approved for apprenticeship training within the
7 Program.

8 (n) “Program” means Registered Apprenticeship, an occupationally driven
9 training program meeting the standards of the U.S. Department of Labor, Office of
10 Apprenticeship, that is recognized and approved as an occupational priority by
11 DOL to which this Chapter applies.

12 (o) “Program Participant” or “Participant” means an employer that
13 employs apprentices who receive training through a program provider of a
14 registered apprenticeship program.

15 (p) “Program Provider” means a business or institution of higher education
16 that conducts a registered apprenticeship program recognized by the U.S.
17 Department of Labor Office of Apprenticeship. A business with a registered
18 apprenticeship program may be both a program participant and a provider
19 program.

20 (q) “Tax Commissioner” means the Tax Commissioner of Guam, the
21 Director of Revenue and Taxation.

22 (r) “Tax credit” means an offset to gross receipts tax owed by a business
23 equal in amount to fifty percent (50%) of all eligible costs paid or incurred by a
24 program participant to train an apprentice.

25 (s) “Trade” means the skilled practice of an occupation.

26 (t) “USDOL” means the United States Department of Labor.

1 (u) “Quarter” means a three-month period in the Government of Guam's
2 fiscal year. Such quarters are 1st quarter - October 1st to December 31st, 2nd
3 quarter - January 1st to March 31st, 3rd quarter - April 1st to June 30th, and 4th
4 quarter - July 1st to September 30th.

5 **§8103. Program Eligibility.** Program Participants must submit to GDOL:

6 (a) an original and one copy of GRAP Form 1 - Application for Guam
7 Registered Apprenticeship Program Tax Credit, along with the following:

8 (1) USDOL-OA Certificate of Registration or the Approved
9 Apprenticeship Standards, or other document acceptable to the Department.

10 (2) Affirmative Action Plan, subject to the Director’s discretion.

11 (3) Residency verification indicating that the apprentice is a resident
12 of Guam not less than three years.

13 (4) Verification of US citizenship or permanent residency. (Use of I-9
14 form will satisfy this requirement.)

15 (5) Signed Apprenticeship Employment Contract which contains a
16 stipulation that Apprentice will continue to work for the employer for an additional
17 year for each year of training provided under the apprenticeship program.

18 (6) Proof of registration on the GDOL’s official online job bank.

19 (7) Proof of clearance from GDOL Wage and Hour Division and the
20 Guam Economic Development Authority.

21 (b) Applications will be reviewed for completeness and if any deficiencies
22 are found, applications will be returned to program participants for correction.

23 Upon receipt of the completed GRAP Form 1, the Director will then approve or
24 deny entry into the program.

25 (c) Program participants are required to renew their application annually.

26 (1) Application must be submitted at least 30 days in advance of the
27 anniversary date of the current approval.

1 (2) Failure to submit a timely renewal will result in disqualification
2 from the program, subject to the concurrence of the Director.

3 (3) Renewal will be contingent on the updating of the employer's records
4 in RAPIDS or the system being used to track apprenticeships by GDOL at the time
5 of application.

6 **§8104. Approved Demand Occupations Listing.** In the first quarter of
7 each fiscal year, the Director shall establish a list of skilled occupations and trades
8 that correspond to recognized USDOL-OA apprenticeship programs. At this time,
9 the Director may amend a prior year's occupational list by adding or removing
10 select occupations. However, if no changes are necessary, the Director may adopt
11 the previous year's list.

12 (a) USDOL-OA approved apprentice occupations listing is automatically
13 adopted each year.

14 (1) Approved occupations on October 1st of each year will be extracted
15 from the appropriate USDOL source and inserted into the GRAP listing.

16 (2) Unique local occupations which were previously approved may be
17 added or deleted as deemed appropriate by the Director

18 (b) Adding new occupations not on USDOL-OA list.

19 (1) Any deviation of a particular apprenticeship from the approved
20 standards shall be considered a new occupation and be given a unique name and be
21 subject to addition to the Approved Demand Occupations Listing.

22 (2) Employer must submit an application to establish the new
23 apprenticeable occupation.

24 (3) The Director must approve the new occupation before it may be used
25 in the program.

1 (c) The Director shall not certify eligible training costs for the purposes of a
2 tax credit for a new occupation until the list is approved by the Director pursuant to
3 22 GCA § 10104.

4 (d) Emphasis on Selected Industries- The Director will promote
5 apprenticeship occupations mandated in 22 GCA § 10104 through written notices
6 to each applicant seeking establishment of a new occupation. The Director will
7 also promote the establishment of such occupations whenever practical through
8 public outreach or other appropriate efforts.

9 **§8105. GRAP Tax Credit Certification.** Active program participants may
10 apply for a certification from the Director of Labor by submitting an application on
11 GRAP Form 2.

12 (a) Upon receipt of a completed GRAP form 2 and associated supporting
13 documents, the Director or his authorized representative will review the request for
14 reimbursement for completeness and compliance with the programs rules.

15 (1) Upon receipt, the application will be issued an official Filing Date.

16 (2) All claimed costs must fall within the previous three (3) calendar
17 years.

18 (3) Pursuant to 22 GCA §10108(e) the participant must demonstrate that
19 they do not hold a Qualifying Certificate from the Guam Economic Development
20 Authority to be eligible for GRAP tax credits. A clearance from GEDA shall be
21 required to support eligibility upon request from the Department.

22 (b) The Director may require supporting documents to verify requested
23 reimbursements listed on GRAP Form 2. Original or certified copies of documents
24 may be required at the discretion of the Director.

25 (c) The Director will issue a certification within 90 calendar days. A
26 notification that certification is impending shall be sent to the employer and shall,
27 at a minimum, indicate:

1 (1) The employer's name and appropriate taxpayer identification number

2 (2) The amount of training costs which are being approved for tax credit

3 (3) The amount of the 2.5% processing fee.

4 (4) The due date for payment of the processing fee

5 (d) Processing Fee

6 (1) Calculating the Processing Fee. The Department shall, after
7 determining that all training costs claimed by the employer are allowable, calculate
8 the amount of 50% of the eligible training costs claimed on the application for tax
9 credit purposes. The Department will then assess a fee of 2.5% of the requested
10 tax credit amount.

11 (2) The Department shall notify the employer in writing of the amount
12 due from processing fees.

13 (3) The GRAP Processing Fee must be paid in the form of a Cashier's
14 Check or Money Order made payable to the Treasurer of Guam at the time of the
15 release of the GRAP certification.

16 (4) Payments must be submitted to the Guam Department of Labor

17 (5) Due dates for processing fee payment shall be set at 30 days from the
18 Director's notification, and any extension of that due date must be justified by the
19 participant and approved by the Director.

20 (6) Failure to pay the processing fee by the due date will result in the
21 return of the employer's application, without action, and any resubmission shall be
22 issued a new Filing Date and processed as a new application.

23 (e) Claims for Costs Exceeding the 3 Year Limit- In the event that an
24 employer claims costs which the department has determined do not fall into the
25 three (3) calendar year limit, the Director shall notify the employer, in writing, that
26 such costs are disallowed and shall give the employer the opportunity to amend
27 their application without affecting their Filing Date.

1 §8106. Denial of Tax Credit. The Director may, after reviewing documents
2 submitted by a program participant, elect to deny or disallow claimed training
3 costs, in whole or in part.

4 (a) Reasons for denial or disallowing costs are as follows:

5 (1) The claimed costs were not associated with the training of the
6 apprentice.

7 (2) The program participant was not able to verify the claimed costs with
8 acceptable documentation.

9 (3) The employer misrepresented material facts or engaged in fraud.

10 (4) The claimed costs were incurred within a period exceeding three (3)
11 years from the official file date of the application.

12 (5) The program participant is not in compliance with the program rules.

13 (6) The program participant owes back wages to the apprentice or to any
14 Instructor/Mentor or Journey Worker.

15 (b) The Director shall issue and serve a detailed notice to the program
16 participant explaining what costs were denied or disallowed and any corrective
17 action, if applicable. The notice shall be served by mailing the notice to the
18 address on the program participant's application or by email, provided that verbal
19 confirmation is obtained by staff to verify that the email was received by a
20 responsible party.

21 §8107. Eligible Training Costs. Eligible training costs are costs associated
22 with the training and development of the apprentice and apprentice's
23 Instructor/Mentor or Journey Worker.

24 (a) Eligible costs are as follows:

25 (1) Direct wages of apprentice.

26 (2) Direct medical and dental benefits of apprentice.

27 (3) Apprentice instructor/Mentor costs associated with subsection

1 (a)(1) and (a)(2) of this section.

2 (4) Costs associated with apprentice’s related training instruction

3 (5) Personal protective equipment.

4 (6) Administration costs expended by the employer that are
5 associated with administrative functions, oversight and monitoring of the
6 Registered Apprenticeship Program.

7 (7) Other associated costs, not listed above, must be approved by the
8 Director prior to application filing.

9 (A) Participants may request for pre-approval of eligible cost by
10 submitting a written justification to the Director detailing how the cost relates to
11 the training of the apprentice.

12 (B) The Director shall respond to pre-approval requests in
13 writing and may allow or disallow at his discretion.

14 (b) GRAP Tax Credit Certification: Reporting Requirements. Program
15 participants shall submit all supporting documents as evidence that eligible training
16 costs have been incurred including but not limited to: Invoices detailing the articles
17 or services for which reimbursement is requested; payroll records; and attestations
18 of costs.

19 **§8108. Cooperative Programs Authorized.** Pursuant to 22 GCA 10111,
20 when necessary, the Director of the GDOL shall develop and enter into a
21 memorandum of understanding (MOU) with other government agencies or
22 instrumentalities or private organizations to provide specialized training in a
23 particular field not available within the apprenticeship program.

24 **§8109. Electronic Filing of Documents.** Electronic filing of documents
25 may be accepted at the discretion of the Director.

26 **§8110. Fraud and Abuse.** Should the Department determine that fraud or
27 material misrepresentation has occurred in an effort to obtain GRAP tax credits,

1 the employer will be disqualified for utilizing the program. Additionally, the
2 matter may be referred to the Attorney General or the Department of Revenue &
3 Taxation for investigation for appropriate action.

4 (a) The Director or his authorized representative shall have full investigative
5 powers to determine any fraud and abuse and may compel the production of
6 records or testimony from the employer and failure of the employer to produce
7 requested information may result in the assessment of civil penalties as allowed in
8 22 GCA Chapter 1.

9 **§8111. Disqualification Appeal.** The Director’s decision to disqualify an
10 employer may be appealed in writing to the Director within 15 days from the date
11 of the issuance of a Disqualification Notice.

12 (a) The Director, who shall be the hearing officer, may opt to rescind, amend
13 or uphold the disqualification after holding a hearing where the employer may
14 present documents or testimony to refute fraud or misrepresentation findings of the
15 Department. The employer shall have the right to legal counsel; however, the
16 conduct of the hearing shall not be bound by the legal rules of evidence.

17 (b) Should the employer still disagree with the Director’s final decision, the
18 employer may seek legal review through the judicial system.

19 **§8112. Technical Assistance Guide.** In order to provide program guidance,
20 the director may develop a technical assistance guide (TAG).

21 **§8113. Petitions.** Any individual shall have the right to submit to the
22 Director a petition for the establishment or modification of rules and regulations on
23 subjects under the Authority of the Director, and shall have the right to request
24 advisory rulings, consultations or declaratory rulings in relation to existing
25 regulations. Such petitions and requests shall be submitted in writing and on a form
26 provided by the GDOL and shall be acted upon within 60 days by the Director.
27 The Director shall respond to all petitions submitted under this Title in writing.

1 **§8114. Severability.** If any part of these Regulations is for any reason
2 declared to be invalid by a court of law, the remaining regulations under this Title
3 shall not be affected thereby and shall remain valid and enforceable.

4 **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

December 12, 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. 237-38 (COR)**

Håfa Adai!

Find the attached, Fiscal Note for the following bill:

Bill No. 237-38 (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. 237-38 (COR)

AN ACT TO ADD A NEW CHAPTER 8, DIVISION 1, 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 THE GUAM REGISTERED APPRENTICESHIP PROGRAM PURSUANT TO PUBLIC LAW 35-39.

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 (MDF)	\$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
MDF	1/	1/	1/	1/	1/	1/
Total	1/	1/	1/	1/	1/	1/

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

Analyst: <u>Jasmine C. Tereas, BMA II</u> Date: <u>12/10/25</u>	Director: <u>Lester L. Carlson, Jr.</u> Fax: _____ Date: <u>DEC 12 2025</u>
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Comments:
 1/ See attached comments for Bill No. 237-38 (COR).

Bureau of Budget and Management Research
Comments on Bill No. 237-38 (COR)

Bill No. 237-38 (COR) seeks to add a new Chapter 8, Division 1, 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 the Guam Registered Apprenticeship Program (GRAP) pursuant to Public Law 35-39, the “Guam Registered Apprenticeship Program Law.”

As mandated by PL 35-39, the “Guam Registered Apprenticeship Program Law,” 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 also imposes a 2.5% processing fee once calculating the amount of 50% of the eligible training costs claimed on the application for tax credit purposes.

Based on the average collections over the past 5 years, the Guam DOL anticipates a fiscal impact of \$208,000 from fees on the total tax credits. The increased participation will likely lead to increased activity for the staff managing the program. The DOL expects this will result in a revenue-neutral or potentially positive fiscal impact for the Government of Guam. The data provided by the Guam DOL is shown in the table below:

Fiscal Year	Tax Credit Amount	2.5% Fee
2020-2021	\$3 million	\$75,000
2021-2022	\$4.7 million	\$117,500
2022-2023	\$10.5 million	\$262,500
2023-2024	\$10.8 million	\$270,000
2024-2025	\$12.6 million	\$315,000
	Average:	\$208,000

It should be noted that §10107(d)(1), Chapter 10, Title 22, Guam Code Annotated specifies that the processing fees be collected by the Guam DOL and be deposited into the Manpower Development Fund (MDF) to be used exclusively for the operations of DOL’s apprenticeship activities. The Bureau recommends that specific language as to the deposit of the fees collected into the MDF be also included under the §8105. GRAP Tax Credit Certification for the Guam Registered Apprenticeship Program Law, of the proposed Act.