

I Mina'trentai Ocho Na Liheslaturan Guåhan
BILL STATUS

BILL NO.	SPONSOR	TITLE	DATE INTRODUCED	DATE REFERRED	CMTE REFERRED	FISCAL NOTES	PUBLIC HEARING DATE	DATE COMMITTEE REPORT FILED	NOTES
210-38 (COR)	Telo T. Taitague Sabina Flores Perez	AN ACT TO <i>ADD</i> A NEW ARTICLE 3 TO DIVISION 1, CHAPTER 6, TITLE 17 OF THE GUAM ADMINISTRATIVE RULES AND REGULATIONS, RELATIVE TO THE DEPARTMENT OF LABOR PROMULGATION OF RULES AND REGULATIONS FOR THE IMPLEMENTATION AND ENFORCEMENT OF PUBLIC LAW 36-118, THE "PREGNANT WORKERS FAIRNESS ACT."	10/16/25 12:24 p.m.	10/23/25	Committee on Economic Investment, Military Buildup, Regional Relations, Technology, Regulatory Affairs, Justice, Elections, and Retirement.	Request: 10/23/25 11/4/25			



COMMITTEE ON RULES

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

November 4, 2025

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

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

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

Håfa Adai!

Find the attached, Fiscal Note for the following bill:

Bill No. 210-38 (COR).

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



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

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

Department/Agency Appropriation Information

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

Fund Source Information of Proposed Appropriation

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

Estimated Fiscal Impact of Bill

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

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|--|------------|---------|
| 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 |
| If no, what is the additional amount required? \$ _____ | /X/ N/A | / / No |
| 3. Does the Bill establish a new program/agency? | / / Yes | /X/ No |
| If yes, will the program duplicate existing programs/agencies? | / / Yes | / / 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>Jah</u> Jasmine C. Tereas, BMA III	Date: <u>10/30/25</u>	Director: <u>[Signature]</u> Lester L. Carlson, Jr.	Date: <u>OCT 31 2025</u>
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Comments:

1/ See attached comments for Bill No. 210-38 (COR).

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

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

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

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

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