

From: committeeonrules@guamlegislature.gov
Sent: Wednesday, February 19, 2025 8:42 AM
To: clerks@guamlegislature.gov
Cc: 'Speaker Frank Blas Jr.'
Subject: Messages & Communications Doc. No. 38GL-25-0205 through 0210.
Attachments: 21825 COMM Doc. No. 38GL-25-0205.pdf; 21825 COMM Doc. No. 38GL-25-0206.pdf; 21825 COMM Doc. No. 38GL-25-0207.pdf; 21825 COMM Doc. No. 38GL-25-0208.pdf; 21825 COMM Doc. No. 38GL-25-0209.pdf; 21825 COMM Doc. No. 38GL-25-0210.pdf

Håfa Adai Clerk's Office,

Please see attached, **Messages & Communications Doc. No. 38GL-25-0205 through 0210** for processing:

✓	38GL-25-0205	Office of the Governor of Guam	Appointment and Supporting Documents for Mark B.C. Mendiola, Member, Board of Directors, Port Authority of Guam. Appointment and Supporting Documents for Mark B.C. Mendiola, Member, Port Authority of Guam Board of Directors.*
✓	38GL-25-0206	Office of the Governor of Guam	Appointment and Supporting Documents for Christine M. Wolke, Member, Board of Commissioners, Hagåtña Restoration & Redevelopment Authority. Appointment and Supporting Documents for Christine M. Wolke, Member, Hagåtña Restoration and Redevelopment Authority Board of Commissioners.*
✓	38GL-25-0207	Office of the Governor of Guam	Appointment and Supporting Documents for Conchita SN Taitano, Member, Board of Directors, Port Authority of Guam. Appointment and Supporting Documents for Conchita SN Taitano, Member, Port Authority of Guam Board of Directors.*
✓	38GL-25-0208	Guam Solid Waste Authority	FY2025 1st Quarter Travel Report*
✓	38GL-25-0209	Office of the Governor of Guam	Executive Order No. 2025-03 Relative to Updating the Government of Guam's Comprehensive Drug Free Workplace Policy to Reflect Changes in Guam Law.*
✓	38GL-25-0210	Department of Revenue and Taxation	Income Tax Refund Status Report for the Month Ending January 2025*

Kindly reply to this email.



si Yu'os ma'åse',

Kamarin J.A. Nelson

Committee on Rules Director

COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson

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38th Committee On Rules <committeeonrules@guamlegislature.gov>

Messages and Communications for 38GL-25-0209*

2 messages

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

Tue, Feb 18, 2025 at 10:39 AM

To: committeeonrules@guamlegislature.gov, Office Senator Bri <office.senatorbri@guamlegislature.gov>

Hafa Adâi,

Please see attached M&C Doc. No. 38GL-25-0209

38GL-25-0209	Office of the Governor of Guam	Executive Order No. 2025-03- Relative to Updating the Government of Guam's Comprehensive Drug Free Workplace Policy to Reflect Changes in Guam Law*
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Si Yu'os Ma'âse',

Bernice Rivera

Administrative Assistant



Office of Speaker Frank F. Blas, Jr.

I Mina'trentai Ocho na Lihenslaturan Guåhan 38th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

speakerblas@guamlegislature.gov

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----- Forwarded message -----

From: **Andrea Johnson** <andrea.johnson@guam.gov>

Date: Tue, Feb 18, 2025 at 9:48 AM

Subject: EXECUTIVE ORDER NO. 2025-03 - RELATIVE TO UPDATING THE GOVGUAM'S COMPREHENSIVE DRUG FREE WORKPLACE POLICY TO REFLECT CHANGES IN GUAM LAW

To: <speakerblas@guamlegislature.gov>

Cc: Gov. Lourdes A. Leon Guerrero <governor@guam.gov>, Joshua F Tenorio <joshua.tenorio@guam.gov>, LT. GOVERNOR Joshua F. Tenorio <lt.governor@guam.gov>, Jon Junior Calvo <jon.calvo@guam.gov>, Clynton Ridgell <clynton.ridgell@guam.gov>, Cabinet Members <cabinet@guam.gov>, Rikki Orsini <rikki.orsini@guam.gov>, Krystal J. Paco <krystal.paco@guam.gov>, Carlo Branch <carlo.branch@guam.gov>, Daylin Pelletier <daylin.pelletier@guam.gov>, Eliza G. Dames <eliza.dames@guam.gov>, Shamra L.A. Chargualaf <shamra.chargualaf@guam.gov>, Josephine C. Cepeda <josephine.cepeda@guam.gov>, Stephanie G. Flores <stephanie.flores@guam.gov>, Kathleen C. Cepeda <kathleen.cepeda@guam.gov>, Lester Carlson <lester.carlson@bbmr.guam.gov>, BBMR Administrative Staff <admin@bbmr.guam.gov>, Analyn Eustaquio <analyn.eustaquio@bbmr.guam.gov>, Jessica Cruz <jessica.cruz@guam.gov>, Elaine Tajalle <elaine.tajalle@guam.gov>, Jean S. Taitano <jean.taitano@guam.gov>, Geraldine A. Cepeda <gcepeda@guamcourts.gov>, Guam Compiler of Laws <guamcompiler@gmail.com>, <jdellorie@guamcourts.gov>, Robert James L. Barcinas <robert.barcinas@guam.gov>, Leslie Travis <leslie.travis@guam.gov>, Jeffrey Moots <jeffrey.moots@guam.gov>, Daniel Morris <daniel.morris@guam.gov>, Kevin Lizama-Reyes <kevin.lizama-reyes@guam.gov>, Ely John Catalan <ely.catalan@guam.gov>

Håfa Adai Mr. Speaker,

Please find attached letter dated February 18, 2025, from *I Maga'hågan Guåhan's* Legal Counsel, Jeffrey A. Moots, with enclosed Executive Order No. 2025-03:

EXECUTIVE ORDER NO. 2025-03 - RELATIVE TO UPDATING THE GOVERNMENT OF GUAM'S COMPREHENSIVE DRUG FREE WORKPLACE POLICY TO REFLECT CHANGES IN GUAM LAW

A hard copy will be delivered to your office.



Respectfully,



Andrea "Drey" Johnson (Andrus)
 Staff Assistant | Office of Legal Counsel
Ufisinan I Maga'hågan Guåhan
Office of the Governor of Guam
 513 West Marine Corps Drive
 Ricardo J. Bordallo Governor's Complex
 Hagåtña, Guam 96910
 Office: 671.473.1117/8
andrea.johnson@guam.gov

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2 attachments

-  **EXECUTIVE ORDER NO. 2025-03 - RELATIVE TO UPDATING THE GOVGUAM'S COMPREHENSIVE DRUG FREE WORKPLACE POLICY TO REFLECT CHANGES IN GUAM LAW.pdf**
195K
-  **38GL-25-0209.pdf**
1858K

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

Tue, Feb 18, 2025 at 11:43 AM

Håfa Adai!

Received and thank you.



si Yu'os ma'åse',

Kamarin J.A. Nelson

Committee on Rules Director

COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson

I Mina'trentai Ocho Na Liheslaturan Guåhan

38th Guam Legislature

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From: Speaker Frank Blas Jr. <speakerblas@guamlegislature.gov>
Sent: Tuesday, February 18, 2025 10:40 AM
To: committeeonrules@guamlegislature.gov; Office Senator Bri <office.senatorbri@guamlegislature.gov>
Subject: Messages and Communications for 38GL-25-0209*

Hafa Adâi,

Please see attached M&C Doc. No. 38GL-25-0209

38GL-25-0209	Office of the Governor of Guam	Executive Order No. 2025-03- Relative to Updating the Government of Guam's Comprehensive Drug Free WorkPlace Policy to Reflect Changes in Guam Law*
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Si Yu'os Ma'âse',

Bernice Rivera

Administrative Assistant

Office of Speaker Frank F. Blas, Jr.

I Mina'trentai Ocho na Lihenslaturan Guâhan 38th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

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----- Forwarded message -----

From: **Andrea Johnson** <andrea.johnson@guam.gov>

Date: Tue, Feb 18, 2025 at 9:48 AM

Subject: EXECUTIVE ORDER NO. 2025-03 - RELATIVE TO UPDATING THE GOVGUAM'S COMPREHENSIVE DRUG FREE WORKPLACE POLICY TO REFLECT CHANGES IN GUAM LAW

To: <speakerblas@guamlegislature.gov>

Cc: Gov. Lourdes A. Leon Guerrero <governor@guam.gov>, Joshua F Tenorio <joshua.tenorio@guam.gov>, LT. GOVERNOR Joshua F. Tenorio <lt.governor@guam.gov>, Jon Junior Calvo <jon.calvo@guam.gov>, Clynton Ridgell <clynton.ridgell@guam.gov>, Cabinet Members <cabinet@guam.gov>, Rikki Orsini <rikki.orsini@guam.gov>, Krystal J. Paco <krystal.paco@guam.gov>, Carlo Branch <carlo.branch@guam.gov>, Daylin Pelletier <daylin.pelletier@guam.gov>, Eliza G. Dames <eliza.dames@guam.gov>, Shamra L.A. Chargualaf <shamra.chargualaf@guam.gov>, Josephine C. Cepeda <josephine.cepeda@guam.gov>, Stephanie G. Flores <stephanie.flores@guam.gov>, Kathleen C. Cepeda <kathleen.cepeda@guam.gov>, Lester Carlson <lester.carlson@bbmr.guam.gov>, BBMR Administrative Staff

<admin@bbmr.guam.gov>, Anelyn Eustaquio <anelyn.eustaquio@bbmr.guam.gov>, Jessica Cruz <jessica.cruz@guam.gov>, Elaine Tajalle <elaine.tajalle@guam.gov>, Jean S. Taitano <jean.taitano@guam.gov>, Geraldine A. Cepeda <gcepeda@guamcourts.gov>, Guam Compiler of Laws <guamcompiler@gmail.com>, <jdelorie@guamcourts.gov>, Robert James L. Barcinas <robert.barcinas@guam.gov>, Leslie Travis <leslie.travis@guam.gov>, Jeffrey Moots <jeffrey.moots@guam.gov>, Daniel Morris <daniel.morris@guam.gov>, Kevin Lizama-Reyes <kevin.lizama-reyes@guam.gov>, Ely John Catalan <ely.catalan@guam.gov>

Håfa Adai Mr. Speaker,

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EXECUTIVE ORDER NO. 2025-03 - RELATIVE TO UPDATING THE GOVERNMENT OF GUAM'S COMPREHENSIVE DRUG FREE WORKPLACE POLICY TO REFLECT CHANGES IN GUAM LAW

A hard copy will be delivered to your office.

Respectfully,



Andrea "Drey" Johnson (Andrus)
Staff Assistant | Office of Legal Counsel
Ufisinan I Maga'hågan Guåhan
Office of the Governor of Guam
513 West Marine Corps Drive
Ricardo J. Bordallo Governor's Complex
Hagåtña, Guam 96910
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78K



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

EXECUTIVE ORDER NO. 2025-03 - RELATIVE TO UPDATING THE GOVGUAM'S COMPREHENSIVE DRUG FREE WORKPLACE POLICY TO REFLECT CHANGES IN GUAM LAW

3 messages

Andrea Johnson <andrea.johnson@guam.gov>

Tue, Feb 18, 2025 at 9:48 AM

To: speakerblas@guamlegislature.gov

Cc: "Gov. Lourdes A. Leon Guerrero" <governor@guam.gov>, Joshua F Tenorio <joshua.tenorio@guam.gov>, "LT. GOVERNOR Joshua F. Tenorio" <lt.governor@guam.gov>, Jon Junior Calvo <jon.calvo@guam.gov>, Clynton Ridgell <clynton.ridgell@guam.gov>, Cabinet Members <cabinet@guam.gov>, Rikki Orsini <rikki.orsini@guam.gov>, "Krystal J. Paco" <krystal.paco@guam.gov>, Carlo Branch <carlo.branch@guam.gov>, Daylin Pelletier <daylin.pelletier@guam.gov>, "Eliza G. Dames" <eliza.dames@guam.gov>, "Shamra L.A. Chargualaf" <shamra.chargualaf@guam.gov>, "Josephine C. Cepeda" <josephine.cepeda@guam.gov>, "Stephanie G. Flores" <stephanie.flores@guam.gov>, "Kathleen C. Cepeda" <kathleen.cepeda@guam.gov>, Lester Carlson <lester.carlson@bbmr.guam.gov>, BBMR Administrative Staff <admin@bbmr.guam.gov>, Analyn Eustaquio <analyn.eustaquio@bbmr.guam.gov>, Jessica Cruz <jessica.cruz@guam.gov>, Elaine Tajalle <elaine.tajalle@guam.gov>, "Jean S. Taitano" <jean.taitano@guam.gov>, "Geraldine A. Cepeda" <gcepeda@guamcourts.gov>, Guam Compiler of Laws <guamcompiler@gmail.com>, jdelorie@guamcourts.gov, "Robert James L. Barcinas" <robert.barcinas@guam.gov>, Leslie Travis <leslie.travis@guam.gov>, Jeffrey Moots <jeffrey.moots@guam.gov>, Daniel Morris <daniel.morris@guam.gov>, Kevin Lizama-Reyes <kevin.lizama-reyes@guam.gov>, Ely John Catalan <ely.catalan@guam.gov>

Håfa Adai Mr. Speaker,

Please find attached letter dated February 18, 2025, from *I Maga'hågan Guåhan's* Legal Counsel, Jeffrey A. Moots, with enclosed Executive Order No. 2025-03:

EXECUTIVE ORDER NO. 2025-03 - RELATIVE TO UPDATING THE GOVERNMENT OF GUAM'S COMPREHENSIVE DRUG FREE WORKPLACE POLICY TO REFLECT CHANGES IN GUAM LAW

A hard copy will be delivered to your office.

Respectfully,



Andrea "Drey" Johnson (Andrus)
Staff Assistant | Office of Legal Counsel
Ufisinan I Maga'hågan Guåhan
Office of the Governor of Guam
513 West Marine Corps Drive
Ricardo J. Bordallo Governor's Complex
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Office: 671.473.1117/8
andrea.johnson@guam.gov

Doc Type: 38GL-25-0209
OFFICE OF THE SPEAKER
FRANK F. BLAS, JR.
Feb 18, 2025
Time: 9:48 AM
Received:

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**EXECUTIVE ORDER NO. 2025-03 - RELATIVE TO UPDATING THE GOVGUAM'S COMPREHENSIVE DRUG FREE WORKPLACE POLICY TO REFLECT CHANGES IN GUAM LAW.pdf**

195K

Jerimie James Delorie <jdelorie@guamcourts.gov>

Tue, Feb 18, 2025 at 9:51 AM

To: Andrea Johnson <andrea.johnson@guam.gov>, "speakerblas@guamlegislature.gov" <speakerblas@guamlegislature.gov>

Cc: "Gov. Lourdes A. Leon Guerrero" <governor@guam.gov>, Joshua F Tenorio <joshua.tenorio@guam.gov>, "LT. GOVERNOR Joshua F. Tenorio" <lt.governor@guam.gov>, Jon Junior Calvo <jon.calvo@guam.gov>, Clynton Ridgell <clynton.ridgell@guam.gov>, Cabinet Members <cabinet@guam.gov>, Rikki Orsini <rikki.orsini@guam.gov>, "Krystal J. Paco" <krystal.paco@guam.gov>, Carlo Branch <carlo.branch@guam.gov>, Daylin Pelletier <daylin.pelletier@guam.gov>, "Eliza G. Dames" <eliza.dames@guam.gov>, "Shamra L.A. Chargualaf" <shamra.chargualaf@guam.gov>, "Josephine C. Cepeda" <josephine.cepeda@guam.gov>, "Stephanie G. Flores" <stephanie.flores@guam.gov>, "Kathleen C. Cepeda" <kathleen.cepeda@guam.gov>, Lester Carlson <lester.carlson@bbmr.guam.gov>, BBMR Administrative Staff <admin@bbmr.guam.gov>, Analyn Eustaquio <analyn.eustaquio@bbmr.guam.gov>, Jessica Cruz <jessica.cruz@guam.gov>, Elaine Tajalle <elaine.tajalle@guam.gov>, "Jean S. Taitano" <jean.taitano@guam.gov>, "Geraldine A. Cepeda" <gcepeda@guamcourts.gov>, Guam Compiler of Laws <guamcompiler@gmail.com>, "Robert James L. Barcinas" <robert.barcinas@guam.gov>, Leslie Travis <leslie.travis@guam.gov>, Jeffrey Moots <jeffrey.moots@guam.gov>, Daniel Morris <daniel.morris@guam.gov>, Kevin Lizama-Reyes <kevin.lizama-reyes@guam.gov>, Ely John Catalan <ely.catalan@guam.gov>

Acknowledging receipt.

Kon Respetu,

Jerimie J. DeLorie

Assistant to the Compiler of Laws

Office of the Compiler of Laws, Supreme Court of Guam

T: 671.477.7623 | F: 671.472.1246

E: guamcompiler@gmail.com / jdelorie@guamcourts.gov***I Kotten Mas Tatkilo, Supreme Court of Guam****The Judiciary of Guam is an equal opportunity employer and provider.***Please consider the environment before printing this e-mail.****Confidentiality Notice:** The information contained in this transmission may contain privileged and confidential information. It is intended only for the use of the person(s) named above. If you are not the intended recipient, you are hereby notified that any review, dissemination, distribution or duplication of this communication is strictly prohibited. If you are not the intended recipient, please notify me immediately at <mailto:jdelorie@guamcourts.gov> and destroy all copies of the original message.

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

Tue, Feb 18, 2025 at 10:04 AM

To: senators@guamlegislature.gov

Hafa Adâi Honorable Senators,

We are in receipt of Executive Order No. 2025-03 from the Office of the Governor of Guam. This Executive Order will be processed via Messages and Communications per Section 3.01 of our Standing Rules.

Si Yu'os Ma'åse'

Bernice Rivera

Administrative Assistant



Office of Speaker Frank F. Blas, Jr.

I Mina'trentai Ocho na Lihenslaturan Guåhan 38th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

speakerblas@guamlegislature.gov

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----- Forwarded message -----

From: **Andrea Johnson** <andrea.johnson@guam.gov>

Date: Tue, Feb 18, 2025 at 9:48 AM

Subject: EXECUTIVE ORDER NO. 2025-03 - RELATIVE TO UPDATING THE GOVGUAM'S COMPREHENSIVE DRUG FREE WORKPLACE POLICY TO REFLECT CHANGES IN GUAM LAW

To: <speakerblas@guamlegislature.gov>

[Quoted text hidden]

[Quoted text hidden]

 **EXECUTIVE ORDER NO. 2025-03 - RELATIVE TO UPDATING THE GOVGUAM'S COMPREHENSIVE DRUG FREE WORKPLACE POLICY TO REFLECT CHANGES IN GUAM LAW.pdf**
195K

LOURDES A. LEON GUERRERO
GOVERNOR



JOSHUA F. TENORIO
LT. GOVERNOR

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

Via Hand Delivery
And E-mail to: speakerblas@guamlegislature.org

February 18, 2025

THE HON. FRANK BLAS, JR., *Speaker*
I Mina'trentai Ocho Na Liheslaturan Guāhan
38th Guam Legislature
Guam Congress Building
163 Chalan Santo Papa
Hagåtña, Guam 96910

Re: EXECUTIVE ORDER NO. 2025-03

Hāfa Adai Mr. Speaker,

Pursuant to Public Law 34-16, transmitted herewith is the following Executive Order:

EXECUTIVE ORDER NO. 2025-03

**RELATIVE TO UPDATING THE GOVERNMENT OF GUAM'S COMPREHENSIVE
DRUG FREE WORKPLACE POLICY TO REFLECT CHANGES IN GUAM LAW.**

Senseramente,


JEFFREY A. MOOTS
Legal Counsel

Enclosure: Executive Order No. 2025-03

CC via email: The Hon. Lourdes A. Leon Guerrero, *I Maga'hāgan Guāhan*, Governor of Guam
The Hon. Joshua F. Tenorio, *Sigundo Maga'lāhen Guāhan*, Lt. Governor of Guam
The Hon. Robert J. Torres, Jr., Chief Justice of Guam
Compiler of Law
Central Files
Cabinet Members



38GL-25-0209

Messages and Communications

RECEIVED

COMMITTEE ON RULES

February 18, 2025

10:39 a.m.

Kamarin Nelson

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



ISLAND OF GUAM
OFFICE OF THE GOVERNOR
HAGATNA, GUAM 96932
U.S.A.

EXECUTIVE ORDER NO. 2025-03

**RELATIVE TO UPDATING THE GOVERNMENT OF GUAM'S
COMPREHENSIVE DRUG FREE WORKPLACE POLICY
TO REFLECT CHANGES IN GUAM LAW**

WHEREAS, on December 6, 1995, Governor Carl T.C. Gutierrez issued Executive Order No. 95-29, which adopted and promulgated a comprehensive drug free workplace policy developed for the Government of Guam. The policy included mandatory drug testing as a condition of employment and random drug testing for designated positions; and

WHEREAS, on April 4, 2019, I signed Public Law No. 35-5 into law. Among other things, P.L. 35-5 declassified cannabis as a controlled substance under Guam law, effectively decriminalizing the use and possession of cannabis in Guam; and

WHEREAS, on April 4, 2019, I also issued Executive Order No. 2019-11, which affirmed the application of the Drug-Free Workplace Policy adopted in E.O. 95-29 notwithstanding the enactment of P.L. 35-5. E.O. 2019-11 further instructed the Department of Administration to undertake a review of its policy, with input from the Guam Behavioral Health and Wellness Center, the Department of Public Health and Social Services, the Department of Integrated Services for Individuals with Disabilities, and the Guam Veterans Office, and to make recommendations for amendment to the policy; and

WHEREAS, on July 22, 2024, Public Law No. 37-119, the "Responsible Cannabis Users Employment Protection Act," lapsed into law. P.L. 37-119 generally prohibits employers from discriminating against or penalizing employees for using cannabis away from the workplace, and places specific limitations on employment-related testing in Guam; and

WHEREAS, noting these significant changes in Guam law since the Drug Free Workplace Policy was adopted nearly 30 years ago, and upon the recommendation of the Department of Administration, I believe it is appropriate at this time to update the policy consistent with the changes in Guam law; and

WHEREAS, notwithstanding the enactment of laws decriminalizing cannabis use, like alcohol and certain other legal substances, cannabis continues to be an intoxicating substance that may impair the ability of employees to perform their duties, or create safety hazards for the public and employees of the Government of Guam if used in the workplace; and



ISLAND OF GUAM
OFFICE OF THE GOVERNOR
HAGATNA, GUAM 96932
U.S.A.

WHEREAS, accordingly, the new Drug Free Workplace Policy will continue to expressly prohibit the use of intoxicating or hallucinogenic substances, including cannabis, in any Government of Guam work site; and

WHEREAS, the new Drug Free Workplace Policy shall additionally authorize post-employment drug testing for the use of intoxicating or hallucinogenic substances to ensure employees are not under the influence of such substances during work; and

WHEREAS, the new Drug Free Workplace Policy will continue to prohibit the use of all controlled substances, and authorize and require drug testing for these substances.

NOW THEREFORE, I, LOURDES A. LEON GERERRO, *Maga'hagan Guahan*, Governor of Guam, by virtue of the authority vested in me by the Organic Act of Guam, as amended, and the laws of Guam, do **ORDER** as follows:

1. **DEVELOPMENT OF NEW DRUG FREE WORKPLACE POLICY.** The Department of Administration (“DOA”) shall undertake a comprehensive review of its existing Government of Guam Drug Free Workplace Policy, and develop and draft a new Drug Free Workplace Policy to comply with existing Guam law and this Executive Order. The new Drug Free Workplace Policy shall be submitted to the Governor for approval within 180 days of the issuance of this Executive Order.
2. **ADMINISTRATION OF DRUG FREE WORKPLACE PROGRAM.**
 - a. The Director of the DOA shall have full responsibility for implementation of the Drug Free Workplace Policy and the administration and enforcement of the Government of Guam Drug Free Workplace Program.
 - b. Autonomous agencies and agencies outside the personnel jurisdiction of the DOA shall coordinate drug testing, treatment and rehabilitation of employees with DOA through Memorandums of Understanding (“MOU”) with the DOA. Such agencies shall be responsible for all fees associated with such actions undertaken by DOA pursuant to such MOUs.
 - c. The new Drug Free Workplace shall include the following requirements:
 - i. Pre-employment drug testing shall be conducted for all controlled substances listed in Appendix A - E of Chapter 67 of Title 9, Guam Code Annotated, also known as the Guam Uniform Controlled Substances Act.



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HAGATNA, GUAM 96932
U.S.A.

- ii. Testing-designated positions may be randomly tested for all controlled substances listed in Appendix A - E of Chapter 67 of Title 9, Guam Code Annotated.
 - iii. Any employee may be tested based on probable cause for the presence of alcohol and the psychoactive metabolites of cannabis consistent with Article 26, Chapter 12, Title 10, Guam Code Annotated.
 - iv. Possession of any controlled, intoxicating or hallucinogenic substance in any government of Guam office or workplace shall be strictly prohibited.
 - v. Use of any controlled, intoxicating or hallucinogenic substances by government of Guam Employees while on duty shall be strictly prohibited, regardless of their job position or duties.
3. **RESCISSION OF PRIOR EXECUTIVE ORDERS.** Executive Orders 95-29, 2005-18 and 2019-11 shall be rescinded in their entirety upon the Governor's approval of the new Drug Free Workplace Policy.
4. **SEVERABILITY.** If any provision of this Executive Order or its application to any person or circumstance is held invalid, the invalidity shall not affect other provisions or applications of this Order that can be given effect without the invalid provision or application, and to this end, the provisions of this order are severable.
5. **PRIOR ORDERS REMAIN IN EFFECT.** All prior Executive Orders remain in full force and effect except to the extent they conflict with this Order.

SIGNED AND PROMULGATED at Hagåtña, Guam, this **18th** day of **February**, 2025.

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

Attested by:

JOSHUA F. TENORIO
Sigundo Maga'låhen Guåhan
Lieutenant Governor of Guam