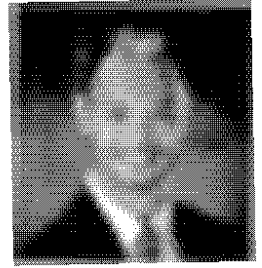




Senator Michael F.Q. San Nicolas

Chairman - Committee on Finance & Taxation,
General Government Operations, and Youth Development
I Mina'trentai Tres Na Liheslaturan Guåhan | 33rd Guam Legislature



February 15, 2016

The Honorable Judith T. Won Pat, Ed.D.
Speaker
I Mina'trentai Tres na Liheslaturan Guåhan
155 Hesler Place
Hagatna, Guam 96910

VIA: The Honorable Rory J. Respicio *RJR*
Chairman
Committee on Rules, Federal, Foreign & Micronesian Affairs,
Human & Natural Resources, Election Reform, and Capitol District

RJR
2016 FEB 15 PM 4:11

RE: Committee Report on Bill No. 248-33 (COR), as substituted by the Committee

Dear Speaker Won Pat,

Håfa adai! Transmitted herewith is the Committee Report on **Bill No. 248-33 (COR), as substituted by the Committee** - "AN ACT TO AMEND § 4107 AND § 4107.1 OF ARTICLE 1, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO MATERNITY AND PATERNITY LEAVE OF PUBLIC OFFICERS AND EMPLOYEES."

Committee votes are as follows:

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

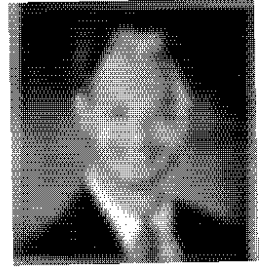
Respectfully,

[Signature]
MICHAEL F.Q. SAN NICOLAS



Senator Michael F.Q. San Nicolas

Chairman - Committee on Finance & Taxation,
General Government Operations, and Youth Development
I Mina'trentai Tres Na Liheslaturan Guåhan | 33rd Guam Legislature



COMMITTEE REPORT

Bill No. 248-33 (COR)

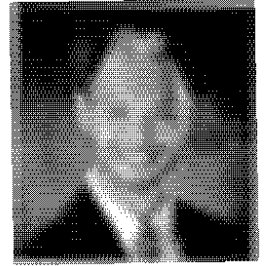
As Substituted by the Committee
Introduced by Senator Mary Camacho Torres

**“AN ACT TO AMEND § 4107 AND § 4107.1 OF
ARTICLE 1, CHAPTER 4, TITLE 4, GUAM
CODE ANNOTATED, RELATIVE TO
MATERNITY AND PATERNITY LEAVE OF
PUBLIC OFFICERS AND EMPLOYEES.”**



Senator Michael F.Q. San Nicolas

Chairman - Committee on Finance & Taxation,
General Government Operations, and Youth Development
I Mina'trentai Tres Na Liheslaturan Guåhan | 33rd Guam Legislature



February 15, 2016

MEMORANDUM

TO: All Members
Committee on Finance & Taxation, General
Government Operations, and Youth Development

RE: **Committee Report on Bill No. 248-33 (COR), as substituted by the Committee**

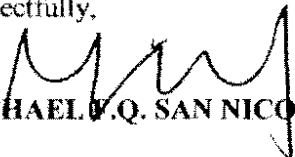
Håfa adai! Transmitted herewith is the Committee Report on **Bill No. 248-33 (COR), as substituted by the Committee** – “AN ACT TO AMEND § 4107 AND § 4107.1 OF ARTICLE 1, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO MATERNITY AND PATERNITY LEAVE OF PUBLIC OFFICERS AND EMPLOYEES.”

This report includes the following:

- Vote Sheet
- Report Digest
- Copy of Bill No. 248-33 (COR), as introduced
- Copy of Bill No. 248-33 (COR), as substituted
- Public Hearing Sign-in Sheet
- Written Testimonies
- Fiscal Note Request
- Copy of COR Referral of Bill No. 248-33 (COR)
- Notices of Public Hearing
- Copy of the Public Hearing Agenda

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 my office.

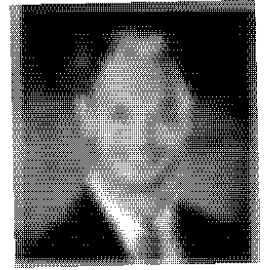
Respectfully,


MICHAEL F.Q. SAN NICOLAS



Senator Michael F.Q. San Nicolas

Chairman - Committee on Finance & Taxation,
 General Government Operations, and Youth Development
 | *Mina'trentai Tres Na Liheslaturan Guåhan* | 33rd Guam Legislature



COMMITTEE VOTE SHEET

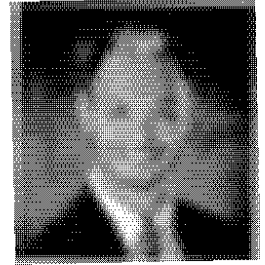
Bill No. 248-33 (COR), as substituted by the Committee – “AN ACT TO AMEND § 4107 AND § 4107.1 OF ARTICLE 1, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO MATERNITY AND PATERNITY LEAVE OF PUBLIC OFFICERS AND EMPLOYEES.”

	SIGNATURE	TO DO PASS	TO NOT PASS	TO REPORT OUT ONLY	TO ABSTAIN	TO PLACE IN INACTIVE FILE
Senator Michael F.Q. San Nicolas Chairman		✓				
Senator Mary C. Torres Vice Chairman						
Speaker Judith T. Won Pat, Ed.D. Member						
Vice Speaker Benjamin J.F. Cruz Member		✓				
Senator Tina R. Muña Barnes Member						
Senator Rory J. Respicio Member		no 2-15-16				
Senator Thomas C. Ada Member		✓				
Senator Dennis G. Rodriguez, Jr. Member						
Senator Frank B. Aguon, Jr. Member		✓				
Senator Nerissa B. Underwood, Ph.D. Member		✓				
Senator James V. Espaldon Member						



Senator Michael F.Q. San Nicolas

Chairman - Committee on Finance & Taxation,
General Government Operations, and Youth Development
I Mina'trentai Tres Na Liheslaturan Guåhan | 33rd Guam Legislature



COMMITTEE REPORT DIGEST

I. OVERVIEW

Bill No. 248-33 (COR) was introduced on February 2, 2016, by Senator Mary Torres. The bill was subsequently referred by the Committee on Rules to the Committee on Finance & Taxation, General Government Operations, and Youth Development on February 2, 2016.

The Committee on Finance & Taxation, General Government Operations, and Youth Development held a public hearing on February 10, 2016, in *I Liheslatura's* Public Hearing Room. Among the items on the hearing agenda was Bill No. 248-33 (COR). The hearing convened at 10:00 a.m. and was adjourned at 11:23 a.m.

Public Notice Requirements

Public Hearing notices were disseminated via electronic mail to all senators and all main media broadcasting outlets on February 3, 2016, and again on February 8, 2016. Notice was also posted on *I Liheslatura's* website beginning on February 3, 2016.

Senators Present

Senator Michael F.Q. San Nicolas, Committee Chairman
Senator Mary C. Torres, Vice Chairwoman
Senator Dennis G. Rodriguez, Jr., Committee Member
Senator Frank B. Aguon, Jr., Committee Member
Senator Nerissa B. Underwood, Ph.D., Committee Member
Senator V. Anthony Ada
Senator Brant T. McCreadie
Senator Tommy A. Morrison

Oral Testimony

Thomas Shieh, M.D.
Carla Haddock

Written Testimony

Thomas Shieh, M.D.
Jennifer Estella
Myroslav Harasym, M.D.
The American Congress of Obstetricians and Gynecologists, District VIII

II. TESTIMONY & DISCUSSION

Chairman Michael San Nicolas yielded the floor to Senator Mary Torres to offer an opening statement on Bill No. 248-33.

Senator Mary Torres explained that the bill would modernize Guam's family leave laws. She stated that leave benefits the mother and child and also helps to make it more likely that women return to the work place after giving birth. Senator Torres mentioned that she will be submitting amendments to the bill for consideration to ensure compliance with the Equal Employment Opportunity Commission (EEOC). She stated that current Guam law addresses both maternity and paternity leave and her original bill sought to only change the maternity leave provisions so her changes would reflect that omission. She said that the amended version would refer to maternity and paternity leave as 'parental leave' as to make it gender neutral. Senator Torres stated that the bill intends to add another two weeks of leave for women to recover from the medical effects of pregnancy. She concluded her statement by saying that the bill would help clarify regulations for parental leave and any challenges to the law made to the EEOC.

Dr. Thomas Shieh read testimony in support of Bill No. 248-33 (*see attached*). He stated that the minimum number of days for a recovery period from child birth should be 30 days which would assist in the emotional and physical recovery. He further stated that additional leave increases the likelihood that women will return to work after child birth. Dr. Shieh mentioned that paternity leave and also leave for adoptive parents is very important for the child but advised that there needs to be protection from abuse of leave. He encouraged the Legislature to pass Bill No. 248-33.

Senator Nerissa Underwood asked what amount of time for recovery resulting from child birth is ideal stating that Canada allows for a year of recovery.

Dr. Shieh answered that six months would be ideal to allow for a woman to recovery after child birth. He mentioned that he understands financial concerns with allowing for long periods of recovery time and stated that 30 days for recovery would be reasonable.

Senator Torres clarified that the law allows for up to six months of leave. She asked Dr. Shieh to explain the rate of complications with pregnancy that he has experienced professionally.

Dr. Shieh stated that 10%-15% of pregnancies are premature, 1% of babies are born with a heart defect, and approximately 30% of women have a Cesarean Section, all which result in longer recovery periods. He mentioned that complicated deliveries, the delivery of multiple children, and the loss of blood may also require additional recovery time.

Senator Dennis Rodriguez asked what standards are practiced in private businesses.

Dr. Shieh stated that the issue of government overregulation of private sector practices is always controversial. He did state that businesses that receive subsidies or tax incentives from the government should follow government standards. Dr. Shieh mentioned that private businesses would greatly benefit from adopting regulations on parental leave for pregnancies because it would benefit worker morale and retention.

Carla Haddock testified in support of Bill No. 248-33. As a mother of six, she stated that there are many situations after a pregnancy that require longer recovery times including the loss of blood, the establishment of breastfeeding routines, the financial burden of taking unpaid leave

from one's job, and child care centers generally not taking in children under three months of age. She added that allowing for ample recovery time will benefit worker productivity. Mrs. Haddock concluded by saying that a woman should not have to choose between having a career or raising a family stating that paid leave is a win-win for everyone.

Senator Torres acknowledged that Mrs. Haddock is her daughter and that she was one of the inspirations for the legislation. She stated that there are many women in the community who want to be contributing members to society and also want to have and raise children.

Chairman San Nicolas stated that he will work with Senator Torres to incorporate the changes she proposed. Noting that there were no other individuals wishing to present oral testimony, Chairman San Nicolas concluded the hearing for Bill No. 248-33.

III. FINDINGS AND RECOMMENDATIONS

The Committee on Finance & Taxation, General Government Operations, and Youth Development hereby reports out Bill No. 248-33 (COR), as substituted by the Committee, with the recommendation TO DO PASS.

I MINA'TRENTAI TRES NA LIHESLATURAN GUÅHAN
2016 (SECOND) Regular Session

Bill No. ~~248~~ - 33 ()

Introduced by:

Mary Camacho Torres *MC*

**AN ACT TO AMEND § 4107 OF ARTICLE 1, CHAPTER 4,
TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO
MATERNITY LEAVE OF PUBLIC OFFICERS AND
EMPLOYEES.**

2016 FEB 27 PM 2:33

BE IT ENACTED BY THE PEOPLE OF GUAM

Section 1. Legislative Findings Intent. *I Liheslaturan Guåhan* finds it is beneficial to local families, the local community, and local workforce to provide a reasonable amount of paid maternity leave to new mothers. Research shows that paid maternity leave contributes not only to the health and welfare of mother and child, but also makes it more likely that women will return to the workforce after giving birth.

In January 2015, the President of the United States issued a Presidential Memorandum directing that federal executive agencies increase the amount of paid leave to be used by federal employees be increased to the equivalent of six weeks in connection with the birth or adoption of a child. In doing so, he so aptly stated, "Now more than ever, our Nation's economic success rests on our ability to empower our citizens to choose jobs that best utilize their talents and interests. All employers, including the Federal Government, should support parents to ensure they can both contribute fully in the workplace and also meet the needs of their families. The

1 availability of paid maternity leave, for example, has been shown to increase the
2 likelihood that mothers return to their jobs following the birth of a child, and paid
3 maternity ... leave has been shown to improve the health and development
4 outcomes of the infant. In addition, it is critically important for parents and their
5 newborn or newly adopted child to have the opportunity to form strong family
6 attachments and relationships.”

7 **Section 2.** §4107 of Article 1, Chapter4, Title 4 of Guam Annotated Code,
8 is hereby *amended* to read:

9 “(a) “Maternity leave shall be granted to an eligible female employee
10 occupying a permanent position who is absent from work as a result of
11 childbirth or adoption of a child(ren) five (5) years old or younger. Maternity
12 leave shall consist of paid administrative leave not to exceed twenty (20) thirty
13 (30) business days, encompassing the date of childbirth or adoption. Any
14 additional leave taken for such childbirth or adoption purpose may be charged
15 against accumulated sick leave, or may be unpaid leave, at the option of the
16 employee. Total leave, whether maternity, sick or unpaid leave, shall not
17 exceed six (6) months without approval of the employee’s supervisor.”

18 (b) Definition. As used in this Section,

19 “Eligible female employee” is defined as a classified employee
20 occupying a permanent position in the executive branch of the government of
21 Guam. Eligible female employees shall include those within government of
22 Guam autonomous agencies.

23 (c) Use of Additional Leave Subsequent to Paid Administrative
24 Leave for Maternity.

25 Subsequent to the use of paid administrative maternity leave, an eligible
26 female employee is permitted to take additional leave that, in combination
27 with paid administrative leave, does not exceed a total of 130 business days

1 of total maternity leave. After paid administrative maternity leave is
2 exhausted, employees shall then use sick leave, annual paid leave,
3 compensatory leave and leave without pay, in that order. If employees have
4 exhausted all of the previously stated forms of leave, they may then use any
5 donated sick leave obtained through the leave sharing program.

6 (d) Approval of Maternity Leave.

7 Provided that employee has accumulated enough leave, employer shall
8 approve up to 130 total business days of maternity leave, comprised from the
9 various leave sources as listed and pursuant to the order provided in
10 Subsection (c). Maternity leave requested in excess of 130 business days may
11 be approved on a case-by-case basis at the discretion of the employee's
12 supervisor.

13 (e) Eligible Female Employees on a Probationary Status.

14 Eligible female employees who take maternity leave while on a
15 probationary status will have their probationary status increased by the
16 number of work days they miss during the maternity period.

17 (f) Notice of Foreseeable Leave. Employee has responsibility to
18 provide supervisor no less than 90 days notification of intent to use maternity
19 leave, or if less than 90 days is available, as soon as is reasonably practical.

20 (g) Maternity leave is granted on a per child basis and is not
21 cumulative. Maternity leave cannot be sold or donated to other employees.

22 (h) Employment and Benefits Protection. Except for workforce
23 reduction situations, an employee taking paid maternity leave shall be restored
24 to the same or equivalent position held prior to the leave, or restored to an
25 equivalent position with equivalent employment benefits, pay, and other terms
26 and conditions of employment. There shall be no loss of employment benefits
27 accrued prior to leave, except paid leave expended for maternity leave.

1 (i) Notification to Eligible Female Employees. Written notice by
2 the hiring agency setting forth employee's rights and responsibilities under
3 the statute is required at the time of hire.

I MINA'TRENTAI TRES NA LIHESLATURAN GUÅHAN
2016 (SECOND) Regular Session

Bill No. 248 - 33 (COR)

As Substituted by the Committee on
Finance & Taxation, General Government
Operations, and Youth Development

Introduced by:

Mary Camacho Torres

**AN ACT TO *AMEND* § 4107 AND § 4107.1 OF ARTICLE
1, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED,
RELATIVE TO MATERNITY AND PATERNITY LEAVE
OF PUBLIC OFFICERS AND EMPLOYEES.**

BE IT ENACTED BY THE PEOPLE OF GUAM

Section 1. Legislative Findings Intent. *I Liheslaturan Guåhan* finds it is beneficial to local families, the local community, and local workforce to provide a reasonable amount of paid leave to new mothers. Research shows that paid leave contributes not only to the health and welfare of mother and child, but also makes it more likely that women will return to the workforce after giving birth. Likewise it is essential to the development of creating strong families, that we provide all parents, regardless of gender, the time to bond and welcome a new child into their home and family.

In January 2015, the President of the United States issued a Presidential Memorandum directing that federal executive agencies increase the amount of paid leave to be used by federal employees be increased to the equivalent of six weeks in connection with the birth or adoption of a child. In doing so, he so aptly stated, "Now more than ever, our Nation's economic success rests on our ability to

1 empower our citizens to choose jobs that best utilize their talents and interests.
2 All employers, including the Federal Government, should support parents to
3 ensure they can both contribute fully in the workplace and also meet the needs of
4 their families. The availability of paid maternity leave, for example, has been
5 shown to increase the likelihood that mothers return to their jobs following the
6 birth of a child, and paid maternity ... leave has been shown to improve the
7 health and development outcomes of the infant. In addition, it is critically
8 important for parents and their newborn or newly adopted child to have the
9 opportunity to form strong family attachments and relationships.”

10
11 **Section 2.** §4107 of Article 1, Chapter4, Title 4 of Guam Annotated
12 Code, is hereby *amended* to read:

13 ~~“MATERNITY-PREGNANCY RELATED MEDICAL LEAVE~~

14 (a) ~~“Maternity Pregnancy related medical leave shall be granted to an~~
15 ~~eligible female employee occupying a permanent position who is absent~~
16 ~~from work as a result of pregnancy, childbirth, or medically related~~
17 ~~conditions to pregnancy or childbirth or adoption of a child(ren) five (5)~~
18 ~~years old or younger. Pregnancy related medical leave shall consist of paid~~
19 ~~administrative leave not to exceed ~~twenty (20)~~ ten (10) business days,~~
20 ~~encompassing the date of childbirth or adoption. Any additional leave taken~~
21 ~~for such childbirth or adoption purpose may be charged against accumulated~~
22 ~~sick leave, or may be unpaid leave, at the option of the employee. Total~~
23 ~~leave, whether maternity, sick or unpaid leave, shall not exceed six (6)~~
24 ~~months without approval of the employee’s supervisor.”~~

25 (b) Definition. As used in this Section,

26 “Eligible female employee” is defined as a classified employee
27 occupying a permanent position in the executive branch of the government

1 of Guam. Eligible female employees shall include those within government
2 of Guam autonomous agencies.

3 (c) Use of Additional Leave Subsequent to Pregnancy Related
4 Medical Leave.

5 Subsequent to the use of paid administrative pregnancy related
6 medical leave, an eligible female employee is permitted to take additional
7 leave that, in combination with pregnancy related medical leave, does not
8 exceed a total of 130 business days of total leave surrounding childbirth.
9 After pregnancy related medical leave is exhausted, employees shall then
10 use parental leave, sick leave, annual paid leave, compensatory leave and
11 leave without pay, in that order. If employees have exhausted all of the
12 previously stated forms of leave, they may then use any donated sick leave
13 obtained through the leave sharing program.

14 (d) Approval of Pregnancy Related Medical Leave and Additional
15 Leave Surrounding Childbirth.

16 Provided that employee has accumulated enough leave, employer
17 shall approve up to 130 total business days of leave, comprised from the
18 various leave sources as listed and pursuant to the order provided in
19 Subsection (c). Leave surrounding childbirth that is requested in excess of
20 130 business days may be approved on a case-by-case basis at the discretion
21 of the employee's supervisor.

22 (e) Eligible Female Employees on a Probationary Status.

23 Eligible female employees who take pregnancy related medical leave
24 and additional leave surrounding the birth of a child(ren), while on a
25 probationary status, will have their probationary status increased by the
26 number of work days they miss during the leave period.

1 (f) Notice of Foreseeable Leave. Employee has responsibility to
2 provide supervisor no less than 90 days notification of intent to use
3 pregnancy related medical leave and additional leave surrounding birth of a
4 child(ren). If less than 90 days is available, then notice shall be given as
5 soon as is reasonably practical.

6 (g) An employee who gives birth to multiple children at the same is
7 granted the same amount of pregnancy related medical leave as an employee
8 who becomes gives birth to a single child. Pregnancy related medical leave
9 is not cumulative; parental leave cannot be sold or donated to other
10 employees.

11 (h) Employment and Benefits Protection. Except for workforce
12 reduction situations, an employee taking paid leave shall be restored to the
13 same or equivalent position held prior to the leave, or restored to an
14 equivalent position with equivalent employment benefits, pay, and other
15 terms and conditions of employment. There shall be no loss of employment
16 benefits accrued prior to leave, except for paid administrative leave
17 expended.

18 (i) Notification to Eligible Employees. Written notice by the
19 hiring agency setting forth employee's rights and responsibilities under the
20 statute is required at the time of hire.

21
22 **Section 3.** §4107.1 of Article 1, Chapter4, Title 4 of Guam Annotated
23 Code, is hereby *amended* to read:

24 "PATERNITY-PARENTAL LEAVE

25 (a) Paternity Parental leave shall be granted to a male an eligible
26 employee occupying a permanent position upon the birth or adoption of his
27 or her child(ren) or the adoption of a child(ren) five (5) years old or younger.

1 Such paternity parental leave shall consist of paid administrative leave not to
2 exceed twenty (20) business days, encompassing the date of childbirth or
3 adoption of a child(ren) five (5) years old or younger. ~~Any additional leave~~
4 ~~taken for such purpose may be charged against accumulated sick leave, or~~
5 ~~may be unpaid leave, at the option of the employee. Total leave, whether~~
6 ~~paternity, sick or unpaid leave shall not exceed six (6) months without~~
7 ~~approval of the employee's supervisor.~~ In the event that an employee is also
8 eligible for pregnancy related medical leave, that form of paid administrative
9 leave will be used immediately prior to parental leave. In that situation, the
10 result may be that parental leave begins as late as ten (10) business days
11 after the birth of the child and does not encompass the birth date.

12
13 (b) Definition. As used in this Section, "Eligible employee" is
14 defined as a classified employee, occupying a permanent position in the
15 executive branch of the government of Guam. Eligible employees shall
16 include those within government of Guam autonomous agencies.

17 (c) Use of Additional Leave Subsequent to Paid Administrative
18 Parental Leave.

19 Subsequent to the use of parental leave, an eligible employee is
20 permitted to take additional leave that, in combination with paid
21 administrative leave, does not exceed a total of 130 business days of total
22 leave surrounding the birth or adoption of his or her child(ren). After
23 parental leave is exhausted, employees shall then use sick leave, annual paid
24 leave, compensatory leave and leave without pay, in that order. If employees
25 have exhausted all of the previously stated forms of leave, they may then use
26 any donated sick leave obtained through the leave sharing program.

1 (d) Approval of Parental Leave and Additional Leave Surrounding
2 the Birth or Adoption of a Child.

3 Provided that employee has accumulated enough leave, employer
4 shall approve up to 130 total business days of leave, comprised from the
5 various leave sources as listed and pursuant to the order provided in
6 Subsection (c). Leave surrounding childbirth or adoption requested in
7 excess of 130 business days may be approved on a case-by-case basis at the
8 discretion of the employee's supervisor.

9 (e) Eligible Employees on a Probationary Status.

10 Eligible employees who take parental leave and additional leave
11 surrounding the birth or adoption of their child(ren), while on a probationary
12 status, will have their probationary status increased by the number of work
13 days they miss during the leave period.

14 (f) Notice of Foreseeable Leave. Employee has responsibility to
15 provide supervisor no less than 90 days notification of intent to use paid
16 parental leave and additional leave surrounding the birth or adoption of their
17 child(ren). If less than 90 days is available, then as soon as is reasonably
18 practical.

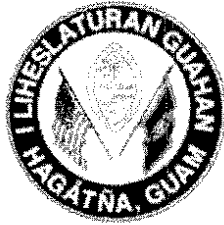
19 (g) An employee who becomes a parent to multiple children at the
20 same time is granted the same amount of parental leave as an employee who
21 becomes a parent to a single child. Parental leave is not cumulative; parental
22 leave cannot be sold or donated to other employees.

23 (h) Employment and Benefits Protection. Except for workforce
24 reduction situations, an employee taking parental leave shall be restored to
25 the same or equivalent position held prior to the leave, or restored to an
26 equivalent position with equivalent employment benefits, pay, and other

1 terms and conditions of employment. There shall be no loss of employment
2 benefits accrued prior to leave, except paid parental leave expended.

3 (i) Notification to Eligible Employees. Written notice by the
4 hiring agency setting forth employee's rights and responsibilities under the
5 statute is required at the time of hire.

6 **Section 4.** The provisions of this Act shall be effective 60 days after the date
7 of enactment.



I Mina'Trentai Tres na Liheslaturan Guåhan
SENATOR MICHAEL F.Q. SAN NICOLAS

Committee on Finance & Taxation,
General Government Operations, and Youth Development

February 10, 2016

Bill No. 248-33 (COR), introduce by Senator Mary Torres: AN ACT TO AMEND § 4107 OF ARTICLE I, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO MATERNITY LEAVE OF PUBLIC OFFICERS AND EMPLOYEES.

NAME (Please print)	AGENCY/ ORGANIZATION	CONTACT NUMBER	ORAL TESTIMONY	WRITTEN TESTIMONY	IN FAVOR	NOT IN FAVOR
Carla Haddock		486-0000	X		X	
Tom Shida, MD		777-8360				

Statement of Thomas Shieh, MD, FACOG

Board Certified Diplomate

American Board of Obstetrics & Gynecology

Fellow, American College of Obstetricians and Gynecologists

Before the 33rd Guam Legislature in FAVOR of

Bill 248-33

Feb. 10, 2016

Members of the 33rd Guam Legislature, thank you for the time allowing me to submit my strong support for this legislation on behalf of all the pregnant mothers and their babies. I have delivered over 8,000 babies on Guam and each of them is special. I see the pain each mother goes through and their strength during the post partum period. Needless to say, labor is one of the most painful, yet the happiest of all life experiences.

That said, the recovery period for the mother in my professional opinion should be at the minimum of 30 days for an uncomplicated vaginal delivery, and 45 days for a Cesarean Section or a complicated vaginal delivery. In addition to allowing the mother and the baby to bond and breast feed, it's the emotional and physical recovery that we need to recognize.

I am sure that I do not need to go into the details of each and every scene in the process of a delivery of a baby or some of the issues that each individual mother faces in post partum. The key that we know for sure is if we do not allow ample time for this recovery process, the mother baby / family unit is disrupted. Ultimately this will carry over to the workplace for the new mother.

Research shows that paid leave increases the likelihood that workers will return to work after childbirth, improves employee morale, reduces costs to employers through improved employee retention, and improves family incomes.

Finally, there are many other studies that shows the benefits of supporting this legislation, but let us leave it to common sense – for anyone witnessing the birth of a child, they will tell you childbirth is not an easy process and with that, we should recognize and respect the mother and provide her with adequate recovery time after going through such a miraculous process.

Thank you.

Dear Senator Mary Torres,

February 9, 2016

Hafa Adai, my name is Jennifer Estella and I am a patient of Dr. Thomas Shieh. I am writing to you in regards to support your bill for extending maternity leave for employees of the executive branch and autonomous agencies on Guam. I am a third grade teacher at Ordot Chalan Pago Elementary school, and have been teaching there for five years. I recently gave birth to a beautiful and healthy baby girl named Brooklyn on February 1, 2016. I also have an amazing two year old daughter named Charlotte. I truly believe that extending maternity leave for more than 20 days will be such a blessing to working moms like myself.

Throughout the first couple of months in taking care of a newborn, it is a very exhausting and rewarding experience. My life revolves around my baby and making sure I am able to feed her whenever she is hungry and being there for her at all times of the day. I also have to adjust to the major changes that happen to my body after giving birth. The swelling, tenderness, and aching I felt for weeks were difficult to endure but with time I was able to get through it. That is just it, time is really all a new mommy needs. My days mold into one and sometimes it is a victory just to be able to take a shower in between feedings, changings, and endless snuggles and kisses.

My job only allows me to have 20 days of maternity leave, but most daycares on Guam can only take a baby as early as 3 months old. Which leaves me with another challenge in finding a safe place that both my husband and I are comfortable with to leave my child while I have to go back to work. If I wanted to take more time off, I would need to use my sick leave, which really was depressing for me because, in the event I really did get sick or my children got sick, I would not have any sick leave left. During my first pregnancy, I exhausted all my sick leave, and personal leave to stay at home with my baby as long as possible before returning back to work.

I truly hope that your bill to extend maternity leave will pass, because newborn babies need that time to bond and be taken care of by their mothers for as long as possible. Another big challenge was ensuring I was able to produce enough breast milk for my baby when I went back to work. While at home I was able to feed/pump as often as needed because I was comfortable and it was convenient. When I went back to work, I did not feel comfortable or as relaxed to pump because the environment was not as private or intimate as it was in my own home. Overall, new mommies really need extra time with their child after giving birth to give their child the best care possible. Thank you Senator Mary Torres for hearing me out and for proposing this bill. I hope it will be passed. Take care and God bless you.

Sincerely,

Jennifer Estella



Caoilte Kurtzman <kurtzman.guamlegis@gmail.com>

FW: Maternity leave

1 message

Mary C. Torres <marycamachotorres@outlook.com>

Wed, Feb 10, 2016 at 9:03 AM

To: Caoilte Kurtzman <kurtzman.guamlegis@gmail.com>, Katrina Charfauros <kcharfauros74@gmail.com>

From: Mary C. Torres [mailto:marycamachotorres@outlook.com]
Sent: Sunday, February 7, 2016 10:52 PM
To: Myroslav Harasym <myroslavharasym@hotmail.com>
Subject: RE: Maternity leave

Hafa Adai Dr. Harasym,

Thank you for writing me. I will submit your comment for the record, and it will be included in the committee report for this bill.

Regards,

Senator Mary Camacho Torres

----- Original message -----

From: Myroslav Harasym
Date: 02/07/2016 9:37 PM (GMT+10:00)
To: marycamachotorres@outlook.com
Subject: Maternity leave

Senator Torres

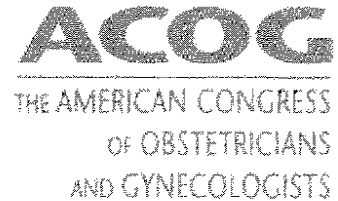
I would like to express my string support of the bill you are introducing that increases the length of maternity leave.

M Harasym MD

Sent from my iPhone

**American Congress of Obstetricians and
Gynecologists
District VIII, Hawaii (Guam & American Samoa)
Section**

Greigh Hirata, MD, FACOG, Chair
94-235 Hanawai Circle, #1B
Waipahu, Hawaii 96797



To: Senator Mary Camacho Torres and members of the 33rd
Legislature

DATE: Wednesday, February 10th, 2016

FROM: Hawaii (Guam & American Samoa) Section, ACOG
Dr. Greigh Hirata, MD, FACOG, Chair
Dr. Jennifer Salcedo, MD, MPH, MPP, FACOG, Vice-Chair
Dr. Thomas Shieh, MD, FACOG, Guam ACOG Representative

Re: Bill 248-33 Relating to Maternity and Paternity Leave

Position: Strongly Support

Dear Senator Torres and legislators:

The American Congress of Obstetricians and Gynecologists, Hawaii Section (Hawaii ACOG) strongly supports Bill No 248-33 that was introduced to expand maternity and paternity leave for government officers and workers of Guam.

There are many benefits from maternity leave including maternal bonding and breast feeding. In fact, ACOG has long supported maternity leave as a 'policy that protect the right of a woman and her child to breastfeed and that accommodate milk expression'.

In addition researchers have found that maternity leave may have the following benefits:

- A small but growing body of literature suggests that prenatal leave in uncomplicated pregnancies may protect against obstetric complications during labor and delivery (defined as emergency cesarean, induced labor, instrumental delivery, long labor duration, maternal hemorrhage, and labor augmentation)
- Maternity leave may lower the risk of primary cesarean sections among full-time workers who deliver in the ninth month of pregnancy as well as the risk of delivery of infants who are small for gestational age

- * Delaying a return to work for at least 12 weeks postpartum has been shown to be associated with longer duration of breastfeeding, more timely well-baby visits, and up-to-date infant immunization schedules
- * Longer leaves have been shown to be correlated with lower postpartum depression as well as more maternal positive affect and responsiveness to infant cues.ⁱ

We feel that this bill will greatly benefit the women and children of Guam.

Mahalo for the opportunity to testify, and for your support of Guam Women's Health.

ⁱ ACOG Committee Opinion Number 658, February 2016

ⁱⁱ A maternity leave education flyer for pregnant women in California, District XI news, Dec.. 2014



COMMITTEE ON RULES

I Mina'trentai Tres na Liheslaturan Guåhan • The 33rd Guam Legislature
155 Hesler Place, Hagåtña, Guam 96910 • www.guamlegislature.com
E-mail: roryforguam@gmail.com • Tel: (671)472-7679 • Fax: (671)472-3547

Senator
Rory J. Respicio
CHAIRPERSON
MAJORITY LEADER

Senator
Thomas C. Ada
VICE CHAIRPERSON
ASSISTANT MAJORITY LEADER

Speaker
Judith T.P. Won Pat, Ed.D.
Member

Vice-Speaker
Benjamin J.F. Cruz
Member

Legislative Secretary
Tina Rose Muna Barnes
Member

Senator
Dennis G. Rodriguez, Jr.
Member

Senator
Frank Blas Aguon, Jr.
Member

Senator
Michael F.Q. San Nicolas
Member

Senator
Nerissa Bretania Underwood
Member

V. Anthony Ada
MINORITY LEADER

Mary C. Torres
MINORITY MEMBER

Certification of Waiver of Fiscal Note Requirement

This is to certify that the Committee on Rules submitted to the Bureau of Budget and Management Research (BBMR) a request for a fiscal note, or applicable waiver, on **Bill No. 248-33 (COR) – Mary C. Torres, "AN ACT TO AMEND § 4107 OF ARTICLE 1, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO MATERNITY LEAVE OF PUBLIC OFFICERS AND EMPLOYEES."** on February 4, 2016. COR hereby certifies that BBMR confirmed receipt of this request February 5, 2016 at 8:33 A.M.

COR further certifies that a response to this request was not received. Therefore, pursuant to 2 GCA §9105, the requirement for a fiscal note, or waiver thereof, on **Bill 248-33 (COR)** to be included in the committee report on said bill, is hereby waived.

Certified by:



Senator Rory J. Respicio
Chairperson, Committee on Rules

February 15, 2016
Date



COMMITTEE ON RULES

I Mina'trentai Tres na Liheslaturan Guåhan • The 33rd Guam Legislature

155 Hesler Place, Hagåtña, Guam 96910 • www.guamlegislature.com

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Senator

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Member

Senator

Michael F.Q. San Nicolas
Member

Senator

Nerissa Bretania Underwood
Member

V. Anthony Ada

MINORITY LEADER

Mary C. Torres

MINORITY MEMBER

February 4, 2016

VIA E-MAIL

joey.calvo@bbmr.guam.gov

Jose S. Calvo

Director

Bureau of Budget & Management Research

P.O. Box 2950

Hagåtña, Guam 96910

RE: Request for Fiscal Note – Bill No. 248-33(COR)

Hafa Adai Mr. Calvo:

Transmitted herewith is a listing of *I Mina'trentai Tres Na Liheslaturan Guåhan's* most recently introduced bill. Pursuant to 2 GCA §9103, I respectfully request the preparation of fiscal note for the referenced bill.

Si Yu'os ma'åse' for your attention to this matter.

Very Truly Yours,

Senator Rory J. Respicio

Chairperson of the Committee on Rules

Attachment (1)

Cc: Clerk of the Legislature

Bill No.	Sponsor	Title
248-33 (COR)	Mary C. Torres	AN ACT TO AMEND § 4107 OF ARTICLE 1, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO MATERNITY LEAVE OF PUBLIC OFFICERS AND EMPLOYEES.



COMMITTEE ON RULES

I Mina'trentai Tres na Liheslaturan Guåhan • The 33rd Guam Legislature

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Senator
Rory J. Respicio
CHAIRPERSON
MAJORITY LEADER

February 2, 2016

Senator
Thomas C. Ada
VICE CHAIRPERSON
ASSISTANT MAJORITY LEADER


MEMORANDUM

Speaker
Judith T.P. Won Pat, Ed.D.
Member

To: Rennae Meno
Clerk of the Legislature

Attorney Therese M. Terlaje
Legislative Legal Counsel

Vice-Speaker
Benjamin J.F. Cruz
Member

From: Senator Rory J. Respicio 
Chairperson of the Committee on Rules

Legislative Secretary
Tina Rose Muna Barnes
Member

Subject: Referral of Bill No. 248-33(COR)

Senator
Dennis G. Rodriguez, Jr.
Member

As the Chairperson of the Committee on Rules, I am forwarding my referral of **Bill No. 248-33(COR)**.

Senator
Frank Blas Aguon, Jr.
Member

Please ensure that the subject bill is referred, in my name, to the respective committee, as shown on the attachment. I also request that the same be forwarded to all members of *I Mina'trentai Tres Na Liheslaturan Guåhan*.

Senator
Michael F.Q. San Nicolas
Member

Should you have any questions, please feel free to contact our office at 472-7679.

Senator
Nerissa Bretania Underwood
Member

Si Yu'os Ma'åse!

V. Anthony Ada
MINORITY LEADER

Attachment

Mary C. Torres
MINORITY MEMBER

I Mina'Trentai Tres Na Liheslaturan Received
Bill Log Sheet

BILL NO.	SPONSOR	TITLE	DATE INTRODUCED	DATE REFERRED	CMTE REFERRED	PUBLIC HEARING DATE	DATE COMMITTEE REPORT FILED	FISCAL NOTES
248-33 (COR)	Mary C. Torres	AN ACT TO AMEND § 4107 OF ARTICLE 1, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO MATERNITY LEAVE OF PUBLIC OFFICERS AND EMPLOYEES.	02/02/16 2:33 p.m.	02/02/16	Committee on Finance and Taxation, General Government Operations and Youth Development			



Senator Michael San Nicolas <senatorsannicolas@gmail.com>

First Public Notice - February 10, 2016 Legislative Hearing

Senator Michael San Nicolas <senatorsannicolas@gmail.com>

Wed, Feb 3, 2016 at 2:35 PM

To: Senator Michael San Nicolas <senatorsannicolas@gmail.com>

Bcc: mvariety <mvariety@pticom.com>, Joan Aguon Charfauros <hottips@kuam.com>, Sorensen <news@spbgum.com>, aperez@gpagwa.com, Duane George <dmgeorge@guampdn.com>, Frank Whitman <editor@mvguam.com>, Gerry Partido <gerry@mvguam.com>, Fe Valencia-Ovalles <gmmsinc@guam.net>, Jason Salas <jason@kuam.com>, Kelly Cho <kcn.kelly@gmail.com>, Korean News <koreannews@guam.net>, KPRG <kprg@guam.net>, PDN Lifestyle <life@guampdn.com>, mabuhaynews@yahoo.com, Masako Watanabe <mwatanabe@guampdn.com>, K57 <news@k57.com>, Patti Arroyo <parroyo@k57.com>, Ray Gibson <rgibson@k57.com>, Sabrina Salas Matanane <sabrina@kuam.com>, Steve Limtiaco <slimtiaco@guampdn.com>, dcristost@guam.gannett.com, weavert@pstripes.osd.mil, Pacific Daily News <news@guampdn.com>, Bruce Hill <hill.bruce@abc.net.au>, Bruce Hill <pacificjournalist@gmail.com>, parroyo@spbgum.com, Clynt Ridgell <clynt@spbgum.com>, mcpherson.kathryn@abc.net.au, communications@guam.gov, phnotice@guamlegislature.org, jalerta1 <alerta.jermaine@gmail.com>, Matthew Baza <baza.matthew@gmail.com>, Delisa Kloppenburg <delisakloppenburg@gmail.com>, Louella Losinio <louella@mvguam.com>, david@mvguam.com, John Paul Manuel <jpmanuel@gmail.com>, Speaker Judi Won Pat <speaker@judiwonpat.com>, Vice Speaker Benjamin Cruz <senadotbjcruz@aol.com>, Senator Tina Muña Barnes <senator@tinamunabarnes.com>, Senator Rory Respicio <rorryforguam@gmail.com>, "Dennis Rodriguez, Jr." <senatordrodriguez@gmail.com>, Senator Tom Ada <office@senatorada.org>, Senator Tony Ada <tony@tonyada.com>, Senator Brant McCreadie <brantforguam@gmail.com>, Senator Brant McCreadie <senatorbrantmccreadie@gmail.com>, "Senator Frank Aguon, Jr." <aguon4guam@gmail.com>, Senator Tommy Morrison <tommy@senatormorrison.com>, "Mayor Paul M. McDonald" <mayor.mcdonald671@gmail.com>, agatmayorsoffice@hotmail.com, asanmainamayorsoffice@yahoo.com, Jessie Gogue <ocp.mayor@gmail.com>, MELISSA SAVARES <melissa.savares@gmail.com>, peter_daigo@hotmail.com, hagatnamayor@hotmail.com, Doris Lujan <mayordorisfloreslujan@gmail.com>, nblas_mangilaomayor@yahoo.com, vicemayor_allan.ungacta@yahoo.com, mayoremestc@yahoo.com, mtm_mayors_office@yahoo.com, pitimayor@yahoo.com, Robert Hofmann <guammayor@gmail.com>, rudy inarte <rudyinarte@gmail.com>, talofomayor@gmail.com, "Mayor Louise C. Rivera" <mayorlcrivera.tatuha@gmail.com>, "Vice Mayor Ken C. Santos" <vicemayorksantos.tatuha@gmail.com>, Umatac Mayor <umatacmo@gmail.com>, kones.r@gmail.com, arleen81@gmail.com, kenjoeada@yahoo.com, anghet@hotmail.com, Ken Quintanilla <kenq@kuam.com>, Dale Alvarez <dalealvarez@gmail.com>, Responsible Guam <responsibleguam@gmail.com>, Regine Biscoe Lee <regineb.lee@gmail.com>, Chuck Ada <chuck.ada@guamairport.net>, peterroy@guamairport.net, eduardo.ordonez@clb.guam.gov, Christina Garcia <cgarcia@investguam.com>, Eric Palacios <eric.palacios@epa.guam.gov>, ndenight@visitguam.org, jbrown@portguam.com, Michael Duenas <mjduenas@ghura.org>, martin.benavente@ghc.guam.gov, joseph.cameron@hrra.guam.gov, adonis.mendiola@dya.guam.gov, jose.sanagustin@doc.guam.gov, pedro.leonguerrero@cqa.guam.gov, joey.sannicolas@gfd.guam.gov, chief@gpd.guam.gov, benito.servino@disid.guam.gov, James Gillan <james.gillan@dphss.guam.gov>, Leo Casil <leo.casil@dphss.guam.gov>, anthony.blaz@doa.guam.gov, "John P. Camacho" <john.camacho@revtax.guam.gov>, "Marie M. Benito" <marie.benito@revtax.guam.gov>, jonfernandez@gdoe.net, Mary Okada <mary.okada@guamcc.edu>, raunderwood@uguam.uog.edu, AG Law <law@guamag.org>, rey.vega@mail.dmhsa.guam.gov, Julian Janssen <julian.c.janssen@gmail.com>, Gerry Partido <gerrypartido@gmail.com>, eddiecalvo@yahoo.com, Ray Tenorio <ray.tenorio@guam.gov>, mstajeron <mstajeron@investguam.com>, tsantos <tsantos@investguam.com>, frank <frank@mvguam.com>, T'Nelta Mori <tmori2222@gmail.com>, Joshua Tenorio <jtenorio@guamcourts.org>, Valerie Cruz <vcruz@guamcourts.org>, josh.tyquiengco@visitguam.org, Barrigada MayorsOffice <broadmin@teleguam.net>, Cheryl Chargualaf <cherylchargualaf1993@gmail.com>, Rikki Orsini <orsini.rikki@gmail.com>, Mayor Rudy <yigomayorsoffice@gmail.com>, editor@saipantribune.com, jpsablan@guampdn.com, "Sablan, Jerick P" <jpsablan@guam.gannett.com>, isa <isa@kuam.com>, "Raymundo, Shawn" <rraymundo@guam.gannett.com>, Senator Mary Camacho Torres <marycamachotorres@gmail.com>, Senator Jim Espaldon <senjvespaldon@gmail.com>, "Senator Frank Blas, Jr." <frank.blasjr@gmail.com>, Senator Nerissa Bretania Underwood <senatorunderwood@guamlegislature.org>, Vejohn Torres <vejohntrorres@gmail.com>, Oyaol Ngirairiki <oya@guam.gov>, Julius Santos <julius.santos@guam.gov>, sixtoquintanilla <sixtoquintanilla@gmail.com>, Bruce Lloyd <managingeditor@glimpsesofguam.com>, janet@junctionnews.com

FIRST PUBLIC NOTICE

FOR IMMEDIATE RELEASE

February 3, 2016

In accordance with the Open Government Law, relative to notices for public meetings, please be advised that Senator Michael F.Q. San Nicolas, Chairman of the Committee on Finance & Taxation, General Government Operations, and Youth Development, will convene a public hearing on **Wednesday, February 10, 2016**, beginning at **10:00 a.m.**, in *Li Heslaturan Guáhan's* Public Hearing Room, for the following items:

Bill No. 113-33 (COR), introduced by Senators V. Anthony Ada and Rory Respicio: AN ACT TO ADD A NEW CHAPTER 8 TO 11GCA RELATIVE TO QUANTIFYING AND REPORTING AFFECTS OF THE EARNED INCOME TAX CREDIT (EITC) AS IT RELATES TO THE COMPACTS OF FREE ASSOCIATION.

Bill No. 221-33 (COR), introduced by Senator Frank Aguon, Jr.: AN ACT TO AMEND SUBSECTION (E) OF §26202, CHAPTER 26, TITLE 11, GUAM CODE ANNOTATED, RELATIVE TO THE BUSINESS PRIVILEGE TAX ON CONTRACTORS.

Bill No. 224-33 (COR), introduced by Senator Dennis Rodriguez, Jr.: AN ACT TO AMEND ITEM (37) OF SUBSECTION (K) OF § 26203, CHAPTER 26, 11 GCA, RELATIVE TO EXTENDING THE BUSINESS TAX EXEMPTIONS FOR CHILD CENTERS AND GROUP CHILD CARE HOMES SO AS TO CONTINUE TO PROMOTE EARLY CHILDHOOD LEARNING AND DEVELOPMENT OPPORTUNITIES FOR MODERN CHILD CARE FACILITIES.

Bill No. 232-33 (LS), introduced by Senators Brant McCreadie, James Espaldon, V. Anthony Ada, Frank Blas, Jr., Tommy Morrison, Mary Torres, and Dennis Rodríguez, Jr.: AN ACT TO AMEND §74108 OF CHAPTER 74, TITLE 11 GUAM CODE ANNOTATED RELATIVE TO INCREASING THE CIVIL PENALTIES FOR SCRAP METAL BUSINESSES WHO FAIL TO PROPERLY FOLLOW REPORTING REQUIREMENTS AS PER GUAM LAW.

Bill No. 233-33 (LS), introduced by Senator Brant McCreadie: AN ACT TO AMEND §74103 AND §74104, AND TO ADD A NEW §74110 TO CHAPTER 74, TITLE 11 GUAM CODE ANNOTATED RELATIVE TO ESTABLISHING MANDATORY INSPECTION AND CERTIFICATION OF ALL NONFERROUS METAL PROPERTY PRIOR TO A TRANSACTION OF SALE AT A SCRAP METAL BUSINESS.








Bill No. 248-33 (COR), introduce by Senator Mary Torres: AN ACT TO AMEND § 4107 OF ARTICLE 1, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO MATERNITY LEAVE OF PUBLIC OFFICERS AND EMPLOYEES.

Nomination of ELMORE A. COTTON**Position: Guam Board of Equalization****Length of Term: Four (4) Years**

If written testimonies are to be presented for the items listed above, copies should be delivered prior to the hearing date. Testimonies should be addressed to Senator Michael F.Q. San Nicolas and will be accepted via hand delivery to our office at the DNA Building, Suite 407, 238 Archbishop Flores Street, Hagatna, Guam; at the mail room at the Main Legislature Building at 155 Hesler Place, Hagatna, Guam 96910; or via email to senatorsannicolas@gmail.com. In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services should contact the Office of Senator Michael F.Q. San Nicolas at (671) 472-6453 or by sending an email to senatorsannicolas@gmail.com.

###

7 attachments

-  **Bill No. B113-33 (COR).pdf**
130K
-  **Bill No. B221-33 (COR).pdf**
81K
-  **Bill No. B224-33 (COR).pdf**
63K
-  **Bill No. B232-33 (LS).pdf**
92K
-  **Bill No. B233-33 (LS).pdf**
201K
-  **Bill No. B248-33 (COR).pdf**
140K
-  **Elmore Cotton - Board of Equalization.pdf**
770K



Senator Michael San Nicolas <senatorsannicolas@gmail.com>

SECOND

First Public Notice - February 10, 2016 Legislative Hearing

Senator Michael San Nicolas <senatorsannicolas@gmail.com>

Mon, Feb 8, 2016 at 9:22 AM

To: Senator Michael San Nicolas <senatorsannicolas@gmail.com>

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SECOND PUBLIC NOTICE

FOR IMMEDIATE RELEASE

February 8, 2016

In accordance with the Open Government Law, relative to notices for public meetings, please be advised that Senator Michael F.Q. San Nicolas, Chairman of the Committee on Finance & Taxation, General Government Operations, and Youth Development, will convene a public hearing on Wednesday, February 10, 2016, beginning at 10:00 a.m., in *I Liheslaturan Guåhan's* Public Hearing Room, for the following items:

Bill No. 113-33 (COR), introduced by Senators V. Anthony Ada and Rory Respicio: AN ACT TO ADD A NEW CHAPTER 8 TO 11GCA RELATIVE TO QUANTIFYING AND REPORTING AFFECTS OF THE EARNED INCOME TAX CREDIT (EITC) AS IT RELATES TO THE COMPACTS OF FREE ASSOCIATION.

Bill No. 221-33 (COR), introduced by Senator Frank Aguon, Jr.: AN ACT TO AMEND SUBSECTION (E) OF §26202, CHAPTER 26, TITLE 11, GUAM CODE ANNOTATED, RELATIVE TO THE BUSINESS PRIVILEGE TAX ON CONTRACTORS.

Bill No. 224-33 (COR), introduced by Senator Dennis Rodriguez, Jr.: AN ACT TO AMEND ITEM (37) OF SUBSECTION (K) OF § 26203, CHAPTER 26, 11 GCA, RELATIVE TO EXTENDING THE BUSINESS TAX EXEMPTIONS FOR CHILD CENTERS AND GROUP CHILD CARE HOMES SO AS TO CONTINUE TO PROMOTE EARLY CHILDHOOD LEARNING AND DEVELOPMENT OPPORTUNITIES FOR MODERN CHILD CARE FACILITIES.

Bill No. 232-33 (LS), introduced by Senators Brant McCreadie, James Espaldon, V. Anthony Ada, Frank Blas, Jr., Tommy Morrison, Mary Torres, and Dennis Rodriguez, Jr.: AN ACT TO AMEND §74108 OF CHAPTER 74, TITLE 11 GUAM CODE ANNOTATED RELATIVE TO INCREASING THE CIVIL PENALTIES FOR SCRAP METAL BUSINESSES WHO FAIL TO PROPERLY FOLLOW REPORTING REQUIREMENTS AS PER GUAM LAW.

Bill No. 233-33 (LS), introduced by Senator Brant McCreadie: AN ACT TO AMEND §74103 AND §74104, AND TO ADD A NEW §74110 TO CHAPTER 74, TITLE 11 GUAM CODE ANNOTATED RELATIVE TO ESTABLISHING MANDATORY INSPECTION AND CERTIFICATION OF ALL NONFERROUS METAL PROPERTY PRIOR TO A TRANSACTION OF SALE AT A SCRAP METAL BUSINESS.








Bill No. 248-33 (COR), introduce by Senator Mary Torres: AN ACT TO AMEND § 4107 OF

ARTICLE 1, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO MATERNITY LEAVE OF PUBLIC OFFICERS AND EMPLOYEES.**Nomination of ELMORE A. COTTON****Position: Guam Board of Equalization****Length of Term: Four (4) Years**

If written testimonies are to be presented for the items listed above, copies should be delivered prior to the hearing date. Testimonies should be addressed to Senator Michael F.Q. San Nicolas and will be accepted via hand delivery to our office at the DNA Building, Suite 407, 238 Archbishop Flores Street, Hagatna, Guam; at the mail room at the Main Legislature Building at 155 Hesler Place, Hagatna, Guam 96910; or via email to senatorsannicolas@gmail.com. In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services should contact the Office of Senator Michael F.Q. San Nicolas at (671) 472-6453 or by sending an email to senatorsannicolas@gmail.com.

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7 attachments

-  **Bill No. B113-33 (COR).pdf**
130K
-  **Bill No. B221-33 (COR).pdf**
81K
-  **Bill No. B224-33 (COR).pdf**
63K
-  **Bill No. B232-33 (LS).pdf**
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-  **Bill No. B233-33 (LS).pdf**
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-  **Bill No. B248-33 (COR).pdf**
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-  **Elmore Cotton - Board of Equalization.pdf**
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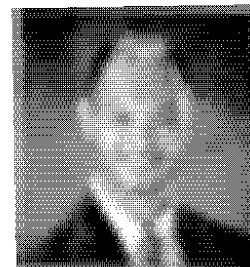
Updated: December 2, 2015

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Senator Michael F.Q. San Nicolas

Chairman - Committee on Finance & Taxation,
General Government Operations, and Youth Development
I Mina'trentai Tres Na Liheslaturan Guåhan | 33rd Guam Legislature



Legislative Hearing
February 10, 2016
10:00 a.m.

AGENDA

- I. Call to Order**
- II. Opening Remarks/Announcements**
- III. Items for Public Consideration**

Bill No. 221-33 (COR), introduced by Senator Frank Aguon, Jr.: AN ACT TO AMEND SUBSECTION (E) OF §26202, CHAPTER 26, TITLE 11, GUAM CODE ANNOTATED, RELATIVE TO THE BUSINESS PRIVILEGE TAX ON CONTRACTORS.

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Nomination of **ELMORE A. COTTON**
Position: **Guam Board of Equalization**
Length of Term: **Four (4) Years**

- IV. Closing Remarks**
- V. Adjournment**