

SENATOR RORY J. RESPICIO
MAJORITY LEADER

CHAIRPERSON

COMMITTEE ON RULES; FEDERAL, FOREIGN & MICRONESIAN AFFAIRS;
HUMAN & NATURAL RESOURCES, ELECTION REFORM, AND CAPITOL DISTRICT



I Mina'trentai Tres na Libeslaturan Guåhan
THIRTY-THIRD GUAM LEGISLATURE

MAY 22 2015

The Honorable Judith T. Won Pat, Ed.D.

Speaker

I Mina'trentai Tres Na Liheslaturan Guåhan

155 Hesler Place

Hagåtña, Guam 96910

RE: Committee Report on Bill No. 44-33(COR) As Substituted by the Committee

Hafa Adai Speaker Won Pat:

The Committee on Rules, Federal, Foreign and Micronesian Affairs, Human and Natural Resources, Election Reform and Capitol District hereby reports out its findings and recommendations on **Bill No. 44-33 (COR) As Substituted by the Committee on Rules; Federal, Foreign and Micronesian Affairs; Human and Natural Resources, Election Reform, and Capitol District- "AN ACT TO ADD A NEW (h) TO § 5201 OF 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS,"** by Senator James V. Espaldon.

Committee votes are as follows:

- 2 TO PASS
- 0 NOT TO PASS
- 8 TO REPORT OUT ONLY
- 0 TO ABSTAIN
- 0 TO PLACE IN INACTIVE FILE

Very Truly Yours,

Rory J. Respicio

2015 MAY 26 AM 10:22
RJR

SENATOR RORY J. RESPICIO
MAJORITY LEADER

CHAIRPERSON
COMMITTEE ON RULES; FEDERAL, FOREIGN & MICRONESIAN AFFAIRS;
HUMAN & NATURAL RESOURCES, ELECTION REFORM, AND CAPITOL DISTRICT



I Mina'trentai Tres na Libeslaturan Guahan
THIRTY-THIRD GUAM LEGISLATURE

COMMITTEE REPORT
ON
BILL NO. 44-33 (COR)

As Substituted by the Committee on Rules; Federal,
Foreign and Micronesian Affairs; Human and
Natural Resources, Election Reform, and
Capitol District

**“AN ACT TO ADD A NEW (h) TO §
5201 OF 22 GCA RELATIVE TO THE
USE OF AN INDIVIDUAL’S CREDIT
HISTORY IN THE EMPLOYMENT
PROCESS,” sponsored by Senator
James V. Espaldon**

SENATOR RORY J. RESPICIO

MAJORITY LEADER

CHAIRPERSON

COMMITTEE ON RULES, FEDERAL, FOREIGN & MICRONESIAN AFFAIRS;
HUMAN & NATURAL RESOURCES, ELECTION REFORM, AND CAPITOL DISTRICT




I Mina'trentai Tres na Libeslaturan Guahan
THIRTY-THIRD GUAM LEGISLATURE

MAY 22 2015

MEMORANDUM

To: All Members
*Committee on Rules, Federal, Foreign and Micronesian Affairs, Human and Natural Resources
Election Reform and Capitol District*

From: Senator Rory J. Respicio 

Subject: Committee Report on Bill No. 44-33 (COR) As Substituted by the Committee

Transmitted herewith for your review and consideration is the **Bill No. 44-33 (COR) As Substituted by the Committee on Rules; Federal, Foreign and Micronesian Affairs; Human and Natural Resources, Election Reform, and Capitol District- "AN ACT TO ADD A NEW (h) TO § 5201 OF 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS,"** by Senator James V. Espaldon.

This report includes the following supporting documents:

- Committee Vote Sheet
- Committee Report Digest
- Copy of Bill No. 44-33 (COR) As Introduced
- Copy of Bill No. 44-33 (COR) As Substituted by the Committee
- Public Hearing Sign-in Sheet
- Copies of Submitted Testimony & Supporting Documents
- Fiscal Note Requirement for Bill No. 44-33 (COR)
- Referral of Bill No. 44-33 (COR)
- Public Hearing Notices
- Public Hearing Agenda

Please take the appropriate action on the attached voting 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'ãse!

SENATOR RORY J. RESPICIO
MAJORITY LEADER

CHAIRPERSON
 COMMITTEE ON RULES, FEDERAL, FOREIGN & MICRONESIAN AFFAIRS;
 HUMAN & NATURAL RESOURCES, ELECTION REFORM AND CAPITOL DISTRICT



I Mina'trentai Tres na Libeslaturan Guahan
THIRTY-THIRD GUAM LEGISLATURE

COMMITTEE VOTING SHEET

Bill No. 44-33 (COR) As Substituted by the Committee on Rules, Federal, Foreign and Micronesian Affairs; Human and Natural Resources, Election Reform, and Capitol District- "AN ACT TO ADD A NEW (h) TO § 5201 OF 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS," by Senator James V. Espaldon.

	SIGNATURE	TO DO PASS	TO NOT PASS	TO REPORT OUT ONLY	TO ABSTAIN	TO PLACE IN INACTIVE FILE
Senator Rory J. Respicio Chairperson				MC 5/21/15		
Senator Thomas C. Ada Vice-Chairperson				✓ 5/22/15		
Speaker Judith T. Won Pat, Ed.D. Member				✓ 5/21/15		
Vice-Speaker Benjamin J.F. Cruz Member				✓ 5/21/15		
Legislative Secretary Tina Rose Muña Barnes Member						
Senator Frank B. Aguon, Jr. Member	5/20/15			✓		
Senator Dennis G. Rodriguez, Jr. Member				✓		
Senator Michael F.Q. San Nicolas Member				✓ 5/22/15		
Senator Nerissa B. Underwood, Ph.D. Member				✓ 5/22/15		
Senator V. Anthony Ada Minority Leader		5/22/15 ✓				
Senator Mary Camacho Torres Minority Member		5/22/2015 ✓				

SENATOR RORY J. RESPICIO
MAJORITY LEADER

CHAIRPERSON

COMMITTEE ON RULES, FEDERAL, FOREIGN & MICRONESIAN AFFAIRS;
HUMAN & NATURAL RESOURCES, ELECTION REFORM AND CAPITOL DISTRICT



I Mina'trentai Tres na Libeslaturan Guåhan
THIRTY-THIRD GUAM LEGISLATURE

COMMITTEE REPORT DIGEST

I. OVERVIEW

The Committee on Rules, Federal, Foreign and Micronesia Affairs; Human and Natural Resources, Election Reform, and Capitol District convened a public hearing on Tuesday, April 7, 2015 at 9:00 A.M. in the Public Hearing Room of *I Libeslaturan Guåhan*. Among the items on the agenda was the consideration of **Bill No. 44-33 (COR)**- "AN ACT TO ADD A NEW (b) to § 5201 of 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS," **Sponsor- Senator James V. Espaldon** and history is as follows:

- Introduced on February 25, 2015;
- Referral forwarded to this committee for public consideration on February 25, 2015.

Public Notice Requirements

Notices were disseminated via e-mail and facsimile to all senators and all main media broadcasting outlets on March 30, 2015 (5-Day Notice), and again on April 2, 2015 (48-Hour Notice), thereby meeting the noticing requirements of the Open Government Law. Notices were also transmitted to various stakeholders.

Senators Present

Senator Rory J. Respicio, Chairperson
Senator James V. Espaldon

II. SUMMARY OF TESTIMONY & DISCUSSION

1. **Maria Connelley, Director, Department of Labor, provided oral and written testimony in support of the bill.**
2. **Scholastica Rivera, Department of Labor, provided oral testimony in support of the bill.**
3. **Timothy Fedenko, President, Guam Federation of Teachers, provided written testimony in support of the bill. (Please see attached for written testimony.)**

Chairman Rory J. Respicio called the public hearing on Bill No. 44-33 (COR) to order at 9:00 A.M. and invited the main sponsor of the bill to provide remarks.

Senator James V. Espaldon

Mr. Chair, Bill 44 is basically to address the situation that we're seeing happening across the United States. Where in there are a lot of employment opportunities are being lost to people because of the employers use their credit check background to determine whether or not to hire somebody and I have a concern, actually it was brought to my attention, so I also am concerned, because we can anticipate that the economy is going to get stronger, we can anticipate that with the record of decision from the military come in to play sometime this year, there will be a ramp up in jobs both inside and outside the fence and I just want to make sure that there is a leveled playing field. I know for a fact right after talking with several finance companies and banks and what not. There are a lot of people here, very good people, who for whatever reason had some credit history challenges and I can understand that, we all can understand that on this island. Whether it's because somebody in the family had a medical emergency and the family all kicks in and again falls behind on their bills. Whether it's because of some of the storms or typhoons or anything else that may have happened that they've had to expend their money and not pay their bills on time. So their credit has been less than stellar. That doesn't mean that they're bad people or they're incapable of holding a good job and doing well at a job, it just means they've had some credit challenges. This bill basically says that employers for the most part should not use their credit history to determine whether to hire or terminate somebody unless that position requires it and again we're talking about financial services, we're talking about management positions, we're talking about positions where the employees would have direct access to somebody's credit histories and what not. So there are exemptions to this proposed law, but for the most part again, it's just to make sure employers do not use credit history to determine whether an employee for the most part is hired, should be hired or not and again, we're taking a look, again, like I said, there are exemptions but we're really concerned about your regular jobs, I don't believe there should be a real big requirements for people who are working in hotels and restaurants, unless they're in a financially and let's say I have access to financial information. Two construction workers, two store clerks and what not, unless the company deems that its important, that that position would have access to financial information and decisions being made along those line, but with that being said, Mr. Chairmen I'd like to hear from anybody that might be willing to speak on this issue.

Chairman Respicio

Thank you Senator, we have two individuals who signed up. Director Connelley and Ms. Rivera, both from the Department of Labor. We'll hear from you now on the matter of Sen. Espaldon Bill 44-33.

Ms. Maria Connelley

My name is Maria Connelley, Director of the Guam Department of Labor. When I first read the bill, actually I was quite happy. The reason for that is because the DOL, our role is to help, of course we have a lot of customers but our role is to help employers and one of the biggest role there is to help the employers with all the job vacancies and matching job seekers and applicants to make sure that they are approved for the vacancies. So when I read this, you know, and one of the reasons I supported it, because he made it very clear as far as the intent and is to limited employers use and if it weren't for that word

of course I would say no but recognizing there are jobs that requires, it's called a "business necessity" and trust me we have so many employers that have actually submitted the job orders for them, for us to advertise for vacancies or for, to fill the position and they would put a requirement there that would in my opinion discriminatory, because it's not a business necessity because their requirement does not affect anything, it's not align to the duties, skills, and abilities of the job. So in this case, how you presented this bill is that, it's to limit an employer from seeking for or asking for an applicants credit history and that is only for particular jobs, and you basically kind of highlighted that also. And again the, you know, in trying understand, trying to explain, is that of course like banks, right? Banks and positions requiring where you're a person who's going to be handling cash, money. Positions where a person is very likely to be tempted, if someone is really in indebtedness in holding a position. There maybe people out there that, they may be tempting and trying to bribe them, I mean we've seen and read things like that. So I agree that for certain organizations, for certain positions that the need to go back and check on the person's credit history is really critical. Even my position as a director in charge of Labor but yet I still have the fiduciary responsibility, so it's not just targeted to banks or positions that handle cash and money, but it addresses also that responsibility at that higher level, that top management level and if anything and I refer back to the uniform guideline and again that's a federal requirement. The uniform guideline in selection procedures allows an employer to first do a job analysis and we'll do a job analysis and we do a job analysis on the position itself. The employer or in this case the HR will have to identify the knowledge, skills, and abilities required for that job. A very good example I have recently addressed was that when I met with the Chamber of Commerce. An employer came to us and was recruiting for a clerk, a clerical position and in the qualification it shows that the person must have a driver's license and my immediate reaction is you're hiring a clerk, you're not hiring a messenger, you're not hiring, so the next step is to look at the position description to see if that clerk position requires that person to travel to the bank or make some deposits, or whatever right? It didn't, so that in itself is discriminatory and as a labor official, Sally is with me, she's the administrator of the Fair Employment Program Office. We want to make sure that employers don't use, don't require certain knowledge of skills that is not related to the position, we can have a despaired impact or despaired treatment so we are concerned about that. The bottom line is that I just hope that once when this goes through and pass, that employers really understand and realize that it's not supporting, everything for them to go out and request for credit check it's only intended for certain positions, right?

Chairman Respicio

Ms. Rivera you have anything else to add?

Ms. Scholestica Rivera

I'd like to add on to what Maria said, require the credit check after the offer of employment, not before but after and I think that would be better for everyone and I just wanted to add that on and also require it of everyone that's being offered a job, not just certain ones, but you know. If five are being offered, all five require credit checks, are required to have a credit check.

Ms. Connelley

And she's right, for example police and court clearance or medical examination and in this case credit checks you don't want to require that upfront. You know applicants turn in their application and then an employee would do the process of raiding and ranking applicants and when it gets to the selection process. That's when the employer will then request for these things. It's got to be a selection offering a selection. It may change the employers' decisions then, so for example, you're all applying for a security officer and you turn in your application. I made a selection and I selected you and I send you to a pre-employment medical examination and you failed the agility test. Then you failed because the position only requires this and that. It's not that I immediately disqualify you because I ask you for these things at the front and it's got to be.

Chairman Respicio

It just takes drug testing for the condition on the employment right?

Ms. Connelley

Correct, after the selection conditions. It's not barring anyone who has a credit history, bad credit histories, it's not barring them from applying for a job, but when it gets to the selection process, you're giving that person selecting, making the decision, if all three of you applied and you have a credit history, naturally it's very likely, that the selecting official will select someone within the highly qualified root, without the credit history. And also for your info, Sally gave me from EOC, there are nine, they listed down nine different tests that is normally given and the credit is one of those that is actually and I can send you a copy of this, but the credit history check is one of those tests that they actually, most employees use for their selection process.

Senator Espaldon

Mr. Chair if you don't mind I think I'll have to go back and rethink this, because I'm hearing two different things. One if that, well first of all let's lay the ground work. The ground work is that basically says that for any employer to use the circumstances of an individual's credit history for a reason as a denial of employment, or as a reason for termination of employment. Basically you're saying that that could be, in other words you're saying it's not bad, but at the same time you're saying that after people have applied, then you would feel more comfortable if they allowed for credit history upon making a decision.

Ms. Connelley

To make a decision for employment, meaning selection, the selection process. It's a tool for managers when you rank applicants. Let's say you get ten, then they will rank applicants and then the highly qualified or those who fare at the top, then the employer may use their credit check to make a decision as far as who to select. That the credit check will then become a tool in making that decision, the selection process as the tail end.

Ms. Rivera

Again, I was thinking, keep in mind the business necessity. Is it necessary for the operation, an efficient operation of a business so keep that in mind too, when you're making a selection.

Senator Espaldon

Right. Maybe we need to put that language in somewhere, business necessity. As you can see there are some exemptions to this bill, which would not allow employers to use credit history as a determining factor on whether the higher terminates somebody. You know the exemptions are basically those in essence, those positions where money is being handled financial transactions are being made and things like that. There are a lot of other positions where in, the employee has really no, like you said, there is on business necessity in terms of having a credit check or basing their decision higher or terminate on a credit check and that's what I'm trying to understand here. Because this is quite clear and like I said I might have to, Mr. Chair, bring this back to Committee and talk about this a little bit more to understand how we can encompass what you just provided in testimony. I realize there are some members of the community, I have gotten some calls from the members of the business community saying, we don't really necessarily like his bill because you're hampering our ability to do the kinds of credit checks and this was not intended for business activity or the decisions being made, especially for those who require the business necessity of someone who's credit worthy or who understands the finances behind the personal finances that would then lend itself to being a good employee in this certain sector. But there a lot of other jobs, you got a bell boy at a hotel, you get construction workers who don't necessarily have to deal with any financial transactions or money or anything else, and this was really what this bill was meant to protect. Those kind of positions, but what I'm hearing from you is that and I give it very high regard because your testimony that we should allow credit checks to happen after the applications have been received.

Ms. Connelley

Correct and at the time of the selecting official, the selecting official can use the credit check as a tool.

Senator Espaldon

Right, to make a determination, who's the best qualified candidate, I appreciate that.

Ms. Rivera

And maybe go a little further and list some of the ones that would fall under the business necessity category, it's a thought.

Senator Espaldon

I appreciate that and I think we're going to have put more thought into this to reflect some of those concerns.

Ms. Connelley

Well mainly use the bell boy, you know, I'm thinking the hotel, the hospitality. Just because I mean, I would think that the CFO of the hotel, if you're recruiting for CFO, then I would want to, right? But if you're recruiting for a bell boy or a wait staff, I don't think so, you know. Again it's on the occupation, on the position.

Senator Espaldon

Okay and again maybe we do need to add a few more, positions that could be added to the list of businesses and their requirements, their necessities to perhaps cover that, but again, maybe I need to look at the language a little but more to reflect those concerns, thank you.

Chairman Respicio

Would you happen to have those position description in your files? Of those positions that should be required to have a credit check, because if we want to list these positions by description, position description, not necessarily by titles, because you know, titles change.

Ms. Connelley

If you want to, we can at Labor, I mean I'll be more than willing to go and identify certain positions based on all the information that we have read from EOC. Like for example, police officer, because they could be bribed. It even lists law enforcement officials, it even list those because they're very likely to be in a position they can change things. We'll be more than happy based on the EOC and SHERM and other materials we have. You know we can actually get you not the positions description, what I can do is actually identify the position titles, you know we may not have all the position description but the position titles..

Chairman Respicio

But the danger in putting the title is that if those titles change or they add new positions but the description is still kind of similar.

Ms. Rivera

How about the type of business? Will that help? Maybe it's too broad.

Senator Espaldon

What I think we'll do is meet with you in your offices and see how we can strengthen this bill and again reflect the concerns.

Ms. Connelley

And I have also sent your bill to the President of SHRM.

Senator Espaldon

There are about 26 states right now that have legislation along these lines and a lot of the local municipal levels there are bills with in their councils and what not to address this situation. They're just finding that some opportunities are being lost to those who need the jobs just because a credit check is required and the position doesn't necessarily reflect the need to have a credit check for those type of positions and this is not a novel idea but we just want to make sure that, not only is the intent of the bill perhaps put into policy, but also that our business communities are protected in being able to determine when to use this and for what positions. I believe we probably need to have a conversation or two to vet that out, but I appreciate your testimony.

Chairman Respicio

And if you want to make the credit history background check after the part of the selection, I would guess on Line 8 you would just change the word "application" to "selection." So that's something that will work with the sponsor as we continue to vet this bill through and but these are for public sector positions though right?

Senator Espaldon

These are for yes, private sector positions.

Chairman Respicio

Yes because the Director's testimony alluded to government positions that these are for. This would be for private sector positions unless the bill evolves somehow. So we'll continue to receive testimony on Bill 44 and we'll work this bill out and amendments made through it to the committee process.

Chairman Respicio thanked the panel for testifying and the senators present at the hearing.

No further testimony being offered, Chairman Respicio then declared that Bill No. 44-33 (COR) was duly heard.

III. WRITTEN TESTIMONY

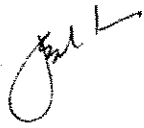
IV. FINDINGS AND RECOMMENDATIONS

The Committee on Rules, Federal, Foreign and Micronesia Affairs; Human and Natural Resources, Election Reform, and Capitol District hereby reports out **Bill No. 44-33 (COR) As Substituted by the Committee- "AN ACT TO ADD A NEW (h) TO § 5201 OF 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS,"** by Senator James V. Espaldon with the recommendation to **REPORT OUT ONLY.**

I MINA'TRENTAI TRES NA LIHESLATURAN GUÁHAN
2015 (FIRST) REGULAR SESSION

Bill No. 44 -33 (COR)

Introduced by:

J.V. Espaldon 

2015 FEB 25 PM 1:41 

**AN ACT TO ADD A NEW (h) to § 5201 of 22 GCA RELATIVE
TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN
THE EMPLOYMENT PROCESS.**

BE IT ENACTED BY THE PEOPLE OF GUAM:

Section 1. Legislative Findings and Intent. *I Liheslaturan Guáhan* finds consumer

credit scores and credit reports often exclude relevant information or include inaccurate information. A 2011 study conducted by the Policy and Economic Research Council suggests that more than twenty million Americans have material errors on their credit reports. According to researchers at the Center for Economic Justice and the National Consumer Law Center, there is evidence that racial and ethnic disparities exist in, and are perpetuated by, consumer credit scoring and credit reporting. In its 2011 report "Discrediting America", the nonpartisan public policy research and advocacy organization Demos concluded that consumer credit scores and credit reports are being used more often and in more contexts than ever before, including by employers, utility companies, and insurers. Despite a lack of evidence showing that consumer credit history correlates to an individual's job performance or likelihood to commit fraud, the number of employers relying on consumer credit information to evaluate employees or potential employees has increased dramatically. The National Conference for State Legislatures reports forty-six bills in 26 states and the District of Columbia were introduced or pending in the 2013 legislative session relating to the use the credit information in employment decisions. Out of the total 46 bills, 42 address restrictions on the use of credit information in employment decisions.

1 It is the intent of *I Liheslaturan Guðhan* to limit an employer’s use of an individual’s credit
2 history *unless* a particular job or licensed activity requires such an examination prior to, or during,
3 employment.

4 **Section 2. A new (h) is added to §5201 of 22 GCA to read:**

5 “(h) For any employer to use the circumstances of an individual’s credit history as a
6 reason for denial of employment, or as a reason for termination of employment, *unless* the
7 circumstances are substantially related to the requirements of a particular job or licensed activity. An
8 employer may request a credit history background check as part of the application process where it is
9 shown to be directly related to the position sought by the applicant under at least one of the
10 following circumstances: 1) the position requires bonding or other security under state or federal law
11 for an individual holding the position; 2) the position is managerial and involves setting the direction
12 or control of the business; 3) the position meets criteria in specified federal or state administrative
13 rules to establish the circumstances when a credit history is a bona fide occupational requirement; 4)
14 the duties of the position involve access to customers’, employees’, or the employer’s personal or
15 financial information other than information customarily provided in a retail transaction; 5) the
16 duties of the position involve a fiduciary responsibility to the employer; or 6) the position includes
17 and expense account. Any employer who chooses to use an individual’s credit history as a part of the
18 hiring process, or an individual’s credit history as part of the retention process, *shall* disclose this
19 fact to the individual.”

I MINA'TRENTAI TRES NA LIHESLATURAN GUÅHAN
2015 (FIRST) REGULAR SESSION

Bill No. 44 -33 (COR)

**As Substituted by the Committee on Rules, Federal, Foreign
& Micronesian Affairs, Human & Natural Resources, Election Reform
And Capitol District**

Introduced by:

J.V. Espaldon

**AN ACT TO ADD A NEW (h) to § 5201 of 22 GCA RELATIVE
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8 employer may request a credit history background check as part of the application process where it is
9 shown to be directly related to the position sought by the applicant under at least one of the
10 following circumstances: 1) the position requires bonding or other security under state or federal law
11 for an individual holding the position; 2) the position is managerial and involves setting the direction
12 or control of the business; 3) the position meets criteria in specified federal or state administrative
13 rules to establish the circumstances when a credit history is a bona fide occupational requirement; 4)
14 the duties of the position involve access to customers’, employees’, or the employer’s personal or
15 financial information other than information customarily provided in a retail transaction; 5) the
16 duties of the position involve a fiduciary responsibility to the employer; or 6) the position includes
17 an[ð] expense account. Any employer who chooses to use an individual’s credit history as a part of
18 the hiring process, or an individual’s credit history as part of the retention process, *shall* disclose this
19 fact to the individual, and shall obtain consent from the individual prior to requesting a credit history
20 background check. The employer shall follow all of the legal rules set out in the federal Fair Credit
21 Reporting Act for any subsequent determination(s) or action(s) taken as a result of information
22 contained in an individual’s credit history background check.

23 (i) For the purposes of this subsection, the term “fiduciary responsibility” shall
24 refer to a relationship in which an employee has a responsibility of care for the
25 property or funds of the employer.”

SENATOR RORY J. RESPICIO
MAJORITY LEADER

CHAIRPERSON
 COMMITTEE ON RULES, FEDERAL, FOREIGN & MICRONESIAN AFFAIRS;
 HUMAN & NATURAL RESOURCES, ELECTION REFORM, AND CAPITOL DISTRICT



I Mina'trentai Tres na Libeslaturan Guahan
THIRTY-THIRD GUAM LEGISLATURE

PUBLIC HEARING SIGN-IN SHEET
 Tuesday, April 7, 2015 • 9:00 AM
I Liheslatura • Public Hearing Room • Hagatña, Guam

Bill No. 44-33 (COR)- "AN ACT TO ADD A NEW (h) to § 5201 of 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS." Sponsor- Senator James V. Espaldon

NAME	AGENCY OR ORGANIZATION	SUPPORT? OPPOSE?	WRITTEN TESTIMONY	ORAL TESTIMONY	PHONE NUMBER	EMAIL ADDRESS
Maria Connelley	GDOL	support		X	475-7043	maria.connelley@delights.com
Solestica Rivera	SDOL / FEPO	Support			300-4544	



GFT, AFT Local 1581
Together We Win!

Timothy Fedenko, President
Corazon Mucho, Secretary

Sanjay Sharma, Vice President
James Lujan, Treasurer

April 6, 2015

Senator Rory J. Respicio
Majority Leader
Chairperson, Committee on Rules:
Federal Foreign & Micronesian Affairs
Thirty-Third Guam Legislature
155 Hesler Place
Hagåtña, Guam 96932

Dear Senator Respicio:

Buenas yan Háfa Adai! GFT appreciates the opportunity you have provided to review and comment regarding Senator Espaldon's proposed Bill 44-33.

The proposed Bill provides desirable protection and criteria concerning an Employer's use of an individual's credit history to deny or terminate Employment.

Accordingly, GFT endorses the passage of this proposed legislation.

If you have any questions, please call our office at 735-4390.

Si Yu'os Ma'ase.

Respectfully,

Timothy Fedenko
President

local 1581

Office of Senator Rory J. Respicio	
Name	<i>Alame</i>
Date/Time	APR 06 2015 2:10 pm



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. 44-33 (COR) – James V. Espaldon, "AN ACT TO ADD A NEW (h) to § 5201 of 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS."** – on February 26, 2015. COR hereby certifies that BBMR confirmed receipt of this request February 26, 2015 at 11:13 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 44-33 (COR) to be included in the committee report on said bill, is hereby waived.**

Certified by:

Senator Rory J. Respicio
Chairperson, Committee on Rules

May 26, 2015

Date



COMMITTEE ON RULES

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

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V. Anthony Ada
MINORITY LEADER

Mary C. Torres
MINORITY MEMBER

February 26, 2015

VIA E-MAIL

joey.calvo@bbmr.guam.gov

Jose S. Calvo
Acting Director
Bureau of Budget & Management Research
P.O. Box 2950
Hagåtña, Guam 96910

RE: Request for Fiscal Notes– Bill Nos. 42-33(COR) through 44-33(COR)

Hafa Adai Mr. Calvo:

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

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 Nos.	Sponsor	Title
42-33 (COR)	Brant T. McCreadie	AN ACT TO REPEAL AND REENACT §58.60 OF CHAPTER 58, TITLE 9 GUAM CODE ANNOTATED RELATIVE TO THE CRIME OF PROMOTING PRISON CONTRABAND; WHICH MAY BE CITED AS THE CONTRABAND REFORM ACT OF 2015.
43-33 (COR)	N.B. Underwood, Ph.D.	AN ACT TO AMEND § 3107 OF ARTICLE 1, CHAPTER 3, TITLE 5 GUAM CODE ANNOTATED.
44-33 (COR)	James V. Espaldon	AN ACT TO ADD A NEW (h) to § 5201 of 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS.



COMMITTEE ON RULES

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V. Anthony Ada
MINORITY LEADER

Mary C. Torres
MINORITY MEMBER

February 25, 2015

MEMORANDUM

To: Rennae Meno
Clerk of the Legislature

Attorney Therese M. Terlaje
Legislative Legal Counsel

From: Senator Rory J. Respicio
Chairperson, Committee on Rules

Subject: Referral of Bill No. 44-33(COR)

As the Chairperson of the Committee on Rules, I am forwarding my referral of **Bill No. 44-33(COR)**.

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*.

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

Si Yu'os Ma'åse!

Attachment

I Mina'Trentai Tres Na Liheslaturan Received
Bill Log Sheet

BILL NO.	SPONSOR	TITLE	DATE INTRODUCED	DATE REFERRED	CMTE REFERRED
44-33 (COR)	James V. Espaldon	AN ACT TO ADD A NEW (h) to § 5201 of 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS	02/25/15 1:41 p.m.	02/25/15	Committee on Rules, Federal, Foreign and Micronesian Affairs, Human and Natural Resources, Election Reform and Capitol District



Rory Respicio <cor@guamlegislature.org>

First Notice of Public Hearing– Tuesday, April 7, 2015, 9:00 A.M.

Senator Rory J. Respicio <cor@guamlegislature.org>

Mon, Mar 30, 2015 at 4:21 PM

To: Benjamin JF Cruz <senator@senatorbjcruz.com>, Brant McCreddie <brantforguam@gmail.com>, "Dennis G. Rodriguez" <senatordrodriguez@gmail.com>, "Frank Blas Aguon, Jr." <aguon4guam@gmail.com>, "Frank F. Blas Jr." <frank.blasjr@gmail.com>, Jim Espaldon <jespaldonesq@gmail.com>, "Judith T. Won Pat, Ed.D." <speaker@judiwonpat.com>, Mary Camacho <marycamachotorres@gmail.com>, "Michael F. Q. San Nicolas" <senatorsannicolas@gmail.com>, Nerissa Underwood <senatorunderwood@guamlegislature.org>, "Thomas (Tommy) Morrison" <tommy@senatormorrison.com>, "Thomas C. Ada" <tom@senatorada.org>, Tina Rose Muna Barnes <senator@tinamunabarnes.com>, "V. Anthony Ada" <senatortonyada@guamlegislature.org>, "hottips@kuam.com" <hottips@kuam.com>, "mvariety@pticom.com" <mvariety@pticom.com>, "news@guampdn.com" <news@guampdn.com>, "news@k57.com" <news@k57.com>

Cc: phnotice <phnotice@guamlegislature.org>, Vince Arriola <vparriola@guamlegislature.org>, Guam Legislature Clerks <clerks@guamlegislature.org>, Therese Terlaje <tterlaje@guam.net>, Tom Unsiog <sgtams@guamlegislature.org>, Joe San Agustin <joesa@guamlegislature.org>, av@guamlegislature.org, mis <mis@guamlegislature.org>

Bcc: Elaine Tajalle <etajalle@guamlegislature.org>, Jennifer Louise Dulla <jennifer.lj.dulla@gmail.com>, mary louise wheeler <mlwheeler2000@yahoo.com>, Mary Maravilla <marym@guamlegislature.org>, "Rory J. Respicio" <roryforguam@gmail.com>, Tyrone Taitano <tjtaitano@cs.com>, "Vince P. Arriola" <vparriola1@gmail.com>, steven_carrara@itechq.net, "Dr. Sam Mabini" <shirley.mabini@dol.guam.gov>, Maria Connelley <maria.connelley@dol.guam.gov>

March 30, 2015

MEMORANDUM

To: All Members

All Media

From: Majority Leader Rory J. Respicio

Subject: First Notice of Public Hearing– Tuesday, April 7, 2015, 9:00 A.M.

Håfa Adai! Please be advised that the Committee on Rules; Federal, Foreign & Micronesia Affairs; Human & Natural Resources; Election Reform and Capitol District will be conducting the following on **Tuesday, April 7, 2015 beginning at 9:00 A.M.**, the Legislature's Public Hearing Room:

9:00 A.M. Public Hearing

- Appointment of **Dr. Shirley A. Mabini, Ph.D.**, Director, Agency for Human Resources

Development (AHRD)

Length of Term: To serve at the pleasure of the Governor

- Appointment of **Steven Carrara**, Member, Guam Environmental Protection Agency Board of Directors

Length of Term: Three (3) Years

- **Bill No. 44-33 (COR)- "AN ACT TO ADD A NEW (h) to § 5201 of 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS." Sponsor- Senator James V. Espaldon**

Written testimony for the hearings should be addressed to Senator Rory J. Respicio, Chairperson, Committee on Rules; Federal, Foreign & Micronesian Affairs; Human & Natural Resources; Election Reform and Capitol District, and may be submitted via email to cor@guamlegislature.org; fax to (671) 472-3547; or hand-delivery/mail to 155 Hesler Place, *Hagåtña*, Guam 96910. The hearings will be broadcast live on Docomo channel 117 and GTA channel 21. Should special assistance or accommodations be required, please contact Elaine Tajalle at my office at (671) 472-7679 or by e-mail at etajalle@guamlegislature.org. *Si Yu'os ma'åse'!*

cc: Clerk of the Legislature

Executive Director

Legal Counsel

Sergeant-at-Arms

MIS

AV

—
Majority Leader Rory J. Respicio

Chairperson, Committee on Rules, Federal, Foreign and Micronesian Affairs,
Human and Natural Resources, Election Reform and Capitol District

I Mina'Trentai Tres na Liheslaturan Guåhan

155 Hesler Place, Ste. 302

Hagåtña, Guam 96910

Phone: (671) 472-7679

Fax: (671) 472-3547

SENATOR RORY J. RESPICIO
MAJORITY LEADER

CHAIRPERSON
COMMITTEE ON RULES, FEDERAL, FOREIGN & MICRONESIAN AFFAIRS;
HUMAN & NATURAL RESOURCES, ELECTION REFORM, AND CAPITOL DISTRICT



I Mina'trentai Tres na Libeslaturan Guåban
THIRTY-THIRD GUAM LEGISLATURE

March 30, 2015

MEMORANDUM

To: All Members
All Media

From: Majority Leader Rory J. Respicio

Subject: First Notice of Public Hearing-- Tuesday, April 7, 2015, 9:00 A.M.

Håfa Adai! Please be advised that the Committee on Rules; Federal, Foreign & Micronesia Affairs; Human & Natural Resources; Election Reform and Capitol District will be conducting the following on **Tuesday, April 7, 2015 beginning at 9:00 A.M.**, the Legislature's Public Hearing Room:

9:00 A.M. Public Hearing

- Appointment of **Dr. Shirley A. Mabini, Ph.D.**, Director, Agency for Human Resources Development (AHRD)
Length of Term: To serve at the pleasure of the Governor
- Appointment of **Steven Carrara**, Member, Guam Environmental Protection Agency Board of Directors
Length of Term: Three (3) Years
- **Bill No. 44-33 (COR)**- "AN ACT TO ADD A NEW (h) to § 5201 of 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS." **Sponsor- Senator James V. Espaldon**

Written testimony for the hearings should be addressed to Senator Rory J. Respicio, Chairperson, Committee on Rules; Federal, Foreign & Micronesia Affairs; Human & Natural Resources; Election Reform and Capitol District, and may be submitted via email to cor@guamlegislature.org; fax to (671) 472-3547; or hand-delivery/mail to 155 Hesler Place, Hagåtña, Guam 96910. The hearings will be broadcast live on Docomo channel 117 and GTA channel 21. Should special assistance or accommodations be required, please contact Elaine Tajalle at my office at (671) 472-7679 or by e-mail at etajalle@guamlegislature.org. *Si Yu'os ma'åse'!*

cc: Clerk of the Legislature
Executive Director
Legal Counsel
Sergeant-at-Arms
MIS
AV



Rory Respicio <cor@guamlegislature.org>

Corrected First Notice of Public Hearing– Tuesday, April 7, 2015, 9:00 A.M.

Senator Rory J. Respicio <cor@guamlegislature.org>

Mon, Mar 30, 2015 at 5:09 PM

To: Benjamin JF Cruz <senator@senatorbjcruz.com>, Brant McCreadie <brantforguam@gmail.com>, "Dennis G. Rodriguez" <senatordrodriguez@gmail.com>, "Frank Blas Aguon, Jr." <aguon4guam@gmail.com>, "Frank F. Blas Jr." <frank.blasjr@gmail.com>, Jim Espaldon <jespaldonesq@gmail.com>, "Judith T. Won Pat, Ed.D." <speaker@judiwonpat.com>, Mary Camacho <marycamachotorres@gmail.com>, "Michael F. Q. San Nicolas" <senatorsannicolas@gmail.com>, Nerissa Underwood <senatorunderwood@guamlegislature.org>, "Thomas (Tommy) Morrison" <tommy@senatormorrison.com>, "Thomas C. Ada" <tom@senatorada.org>, Tina Rose Muna Barnes <senator@tinamunabarnes.com>, "V. Anthony Ada" <senatortonyada@guamlegislature.org>, "hottips@kuam.com" <hottips@kuam.com>, "mvariety@pticom.com" <mvariety@pticom.com>, "news@guampdn.com" <news@guampdn.com>, "news@k57.com" <news@k57.com>

Cc: phnotice <phnotice@guamlegislature.org>, Vince Arriola <vparriola@guamlegislature.org>, Guam Legislature Clerks <clerks@guamlegislature.org>, Therese Tertaje <ttertaje@guam.net>, Tom Unsiog <sgtarms@guamlegislature.org>, Joe San Agustin <joesa@guamlegislature.org>, av@guamlegislature.org, mis <mis@guamlegislature.org>

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Hafa Adai,

Please disregard last email and see attached for corrected Public Hearing Notice.
Thank you!

March 30, 2015

MEMORANDUM

To: All Members

All Media

From: Majority Leader Rory J. Respicio

Subject: First Notice of Public Hearing– Tuesday, April 7, 2015, 9:00 A.M.

Hafa Adai! Please be advised that the Committee on Rules; Federal, Foreign & Micronesia Affairs; Human & Natural Resources; Election Reform and Capitol District will be conducting the following on **Tuesday, April 7,**

2015 beginning at 9:00 A.M., the Legislature's Public Hearing Room:

9:00 A.M. Public Hearing

- Appointment of **Steven Carrara**, Member, Guam Environmental Protection Agency Board of Directors

Length of Term: Three (3) Years

- **Bill No. 44-33 (COR)**- "AN ACT TO ADD A NEW (h) to § 5201 of 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS." **Sponsor- Senator James V. Espaldon**

Written testimony for the hearings should be addressed to Senator Rory J. Respicio, Chairperson, Committee on Rules; Federal, Foreign & Micronesian Affairs; Human & Natural Resources; Election Reform and Capitol District, and may be submitted via email to cor@guamlegislature.org; fax to (671) 472-3547; or hand-delivery/mail to 155 Hesler Place, *Hagåtña*, Guam 96910. The hearings will be broadcast live on Docomo channel 117 and GTA channel 21. Should special assistance or accommodations be required, please contact Elaine Tajalle at my office at (671) 472-7679 or by e-mail at etajalle@guamlegislature.org. *Si Yu'os ma'åse'!*

cc: Clerk of the Legislature

Executive Director

Legal Counsel

Sergeant-at-Arms

MIS

AV

—
Majority Leader Rory J. Respicio

Chairperson, Committee on Rules, Federal, Foreign and Micronesian Affairs,
Human and Natural Resources, Election Reform and Capitol District

I Mina Trentai Tres na Liheslaturan Guáhan

155 Hesler Place, Ste. 302

Hagåtña, Guam 96910

Phone: (671) 472-7679

Fax: (671) 472-3547



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SENATOR RORY J. RESPICIO
MAJORITY LEADER

CHAIRPERSON
COMMITTEE ON RULES; FEDERAL, FOREIGN & MICRONESIAN AFFAIRS;
HUMAN & NATURAL RESOURCES; ELECTION REFORM, AND CAPITOL DISTRICT



I Mina'trentai Tres na Libeslaturan Guåhan
THIRTY-THIRD GUAM LEGISLATURE

March 30, 2015

MEMORANDUM

To: All Members
All Media

From: Majority Leader Rory J. Respicio

Subject: First Notice of Public Hearing-- Tuesday, April 7, 2015, 9:00 A.M.

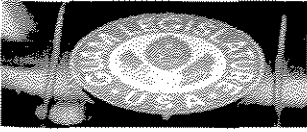
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cc: Clerk of the Legislature
Executive Director
Legal Counsel
Sergeant-at-Arms
MIS
AV



Rory Respicio <cor@guamlegislature.org>

Second Notice of Public Hearing– Tuesday, April 7, 2015, 9:00 A.M.

Senator Rory J. Respicio <cor@guamlegislature.org> Thu, Apr 2, 2015 at 11:48 AM
To: Benjamin JF Cruz <senator@senatorbjcruz.com>, Brant McCreadie <brantforguam@gmail.com>, "Dennis G. Rodriguez" <senatordrodriguez@gmail.com>, "Frank Blas Aguon, Jr." <aguon4guam@gmail.com>, "Frank F. Blas Jr." <frank.blasjr@gmail.com>, Jim Espaldon <jespaldonesq@gmail.com>, "Judith T. Won Pat, Ed.D." <speaker@judiwonpat.com>, Mary Camacho <marycamachotorres@gmail.com>, "Michael F. Q. San Nicolas" <senatorsannicolas@gmail.com>, Nerissa Underwood <senatorunderwood@guamlegislature.org>, "Thomas (Tommy) Morrison" <tommy@senatormorrison.com>, "Thomas C. Ada" <tom@senatorada.org>, Tina Rose Muna Barnes <senator@tinamunabarnes.com>, "V. Anthony Ada" <senatortonyada@guamlegislature.org>, "hottips@kuam.com" <hottips@kuam.com>, "mvariety@pticom.com" <mvariety@pticom.com>, "news@guampdn.com" <news@guampdn.com>, "news@k57.com" <news@k57.com>
Cc: phnotice <phnotice@guamlegislature.org>, Vince Arriola <vpamiola@guamlegislature.org>, Guam Legislature Clerks <clerks@guamlegislature.org>, Therese Terlaje <tterlaje@guam.net>, Tom Unsiog <sgtarms@guamlegislature.org>, Joe San Agustin <joesa@guamlegislature.org>, av@guamlegislature.org, mis <mis@guamlegislature.org>
Bcc: Elaine Tajalle <etajalle@guamlegislature.org>, Jennifer Louise Dulla <jennifer.lj.dulla@gmail.com>, mary louise wheeler <mlwheeler2000@yahoo.com>, Mary Maravilla <marym@guamlegislature.org>, "Rory J. Respicio" <rorryforguam@gmail.com>, Tyrone Taitano <tjtaitano@cs.com>, "Vince P. Arriola" <vpamiola1@gmail.com>, Steven.carrara@itechq.net

April 2, 2015

MEMORANDUM

To: All Members
All Media

From: Majority Leader Rory J. Respicio

Subject: Second Notice of Public Hearing– Tuesday, April 7, 2015, 9:00 A.M.

Håfa Adai! Please be advised that the Committee on Rules; Federal, Foreign & Micronesian Affairs; Human & Natural Resources; Election Reform and Capitol District will be conducting the following on **Tuesday, April 7, 2015 beginning at 9:00 A.M.**, the Legislature’s Public Hearing Room:

9:00 A.M. Public Hearing

- Appointment of **Steven Carrara**, Member, Guam Environmental Protection Agency Board of Directors

Length of Term: Three (3) Years

- **Bill No. 44-33 (COR)- "AN ACT TO ADD A NEW (h) to § 5201 of 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS."** Sponsor- **Senator James V. Espaldon**

Written testimony for the hearings should be addressed to Senator Rory J. Respicio, Chairperson, Committee on Rules; Federal, Foreign & Micronesian Affairs; Human & Natural Resources; Election Reform and Capitol District, and may be submitted via email to cor@guamlegislature.org; fax to (671) 472-3547; or hand-delivery/mail to 155 Hesler Place, Hagåtña, Guam 96910. The hearings will be broadcast live on Docomo channel 117 and GTA channel 21. Should special assistance or accommodations be required, please contact Elaine Tajalle at my office at (671) 472-7679 or by e-mail at etajalle@guamlegislature.org. *Si Yu'os ma'ãse'!*

cc: Clerk of the Legislature

Executive Director

Legal Counsel

Sergeant-at-Arms

MIS

AV

--
Majority Leader Rory J. Respicio

Chairperson, Committee on Rules, Federal, Foreign and Micronesian Affairs,
Human and Natural Resources, Election Reform and Capitol District

I Mina'Trentai Tres na Liheslaturan Guåhan

155 Hesler Place, Ste. 302

Hagåtña, Guam 96910

Phone: (671) 472-7679

Fax: (671) 472-3547

 2015.04.02_RJR PH Notice_48 Hour for 2015.04.07.pdf
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SENATOR RORY J. RESPICIO
MAJORITY LEADER

CHAIRPERSON

COMMITTEE ON RULES; FEDERAL, FOREIGN & MICRONESIAN AFFAIRS;
HUMAN & NATURAL RESOURCES, ELECTION REFORM, AND CAPITOL DISTRICT



I Mina'trentai Tres na Libeslaturan Guåban
THIRTY-THIRD GUAM LEGISLATURE

April 2, 2015

MEMORANDUM

To: All Members
All Media

From: Majority Leader Rory J. Respicio

Subject: Second Notice of Public Hearing-- Tuesday, April 7, 2015, 9:00 A.M.

Håfa Adai! Please be advised that the Committee on Rules; Federal, Foreign & Micronesian Affairs; Human & Natural Resources; Election Reform and Capitol District will be conducting the following on **Tuesday, April 7, 2015 beginning at 9:00 A.M.**, the Legislature's Public Hearing Room:

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Length of Term: Three (3) Years
- **Bill No. 44-33 (COR)**- "AN ACT TO ADD A NEW (h) to § 5201 of 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS." **Sponsor- Senator James V. Espaldon**

Written testimony for the hearings should be addressed to Senator Rory J. Respicio, Chairperson, Committee on Rules; Federal, Foreign & Micronesian Affairs; Human & Natural Resources; Election Reform and Capitol District, and may be submitted via email to cor@guamlegislature.org; fax to (671) 472-3547; or hand-delivery/mail to 155 Hesler Place, *Hagåtña*, Guam 96910. The hearings will be broadcast live on Docomo channel 117 and GTA channel 21. Should special assistance or accommodations be required, please contact Elaine Tajalle at my office at (671) 472-7679 or by e-mail at etajalle@guamlegislature.org. *Si Yu'os ma'åse'!*

cc: Clerk of the Legislature
Executive Director
Legal Counsel
Sergeant-at-Arms
MIS
AV

SENATOR RORY J. RESPICIO
MAJORITY LEADER

CHAIRPERSON

COMMITTEE ON RULES; FEDERAL, FOREIGN & MICRONESIAN AFFAIRS;
HUMAN & NATURAL RESOURCES, ELECTION REFORM, AND CAPITOL DISTRICT



I Mina'trentai Tres na Libeslaturan Guåban
THIRTY-THIRD GUAM LEGISLATURE

April 3, 2015

VIA E-MAIL

maria.connelley@dol.guam.gov

Ms. Maria Connelley

Acting Director
Department of Labor
414 W. Soledad Ave.
GCIC Suite 400
Hagåtña, Guam 96910

Subject: Notice of Public Hearing- Tuesday, April 7, 2015, 9:00 A.M.

Dear Ms. Connelley:

Håfa Adai! Please be advised that the Committee on Rules; Federal, Foreign & Micronesia Affairs; Human & Natural Resources; Election Reform and Capitol District will be conducting the following on **Tuesday, April 7, 2015 beginning at 9:00 A.M.** the Legislature's Public Hearing Room:

9:00 A.M. Public Hearing

- **Bill No. 44-33 (COR)- "AN ACT TO ADD A NEW (h) to § 5201 of 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS." Sponsor- Senator James V. Espaldon**

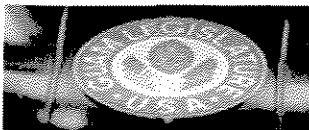
I invite you to appear before this committee and provide testimony on Bill No. 44-33 (COR). Please feel free to extend this invitation to other interested members of our community. Testimony should be addressed to Majority Leader Rory J. Respicio, Chairperson, Committee on Rules; Federal, Foreign and Micronesia Affairs; Human and Natural Resources, Election Reform, and Capitol District, and may be hand-delivered or mailed to my office at 155 Hesler Place, *Hagåtña*, Guam 96910; e-mailed to cor@guamlegislature.org; or faxed to (671) 472-3547. Individuals requiring special accommodations, auxiliary aids, or service shall contact and submit their request to Elaine Tajalle at my office.

Please do not hesitate to contact me, should you have any questions or concerns. I look forward to your attendance and participation. *Si Yu'os Ma'ase!*

Very truly yours,

A handwritten signature in cursive script that reads "Rory J. Respicio".

Rory J. Respicio



Rory Respicio <cor@guamlegislature.org>

Notice of Public Hearing– Tuesday, April 7, 2015, 9:00 A.M.

Senator Rory J. Respicio <cor@guamlegislature.org>

Fri, Apr 3, 2015 at 2:13 PM

To: "maria.connelley" <maria.connelley@dol.guam.gov>

Bcc: Elaine Tajalle <etajalle@guamlegislature.org>, Jennifer Louise Dulla <jennifer.lj.dulla@gmail.com>, mary louise wheeler <mlwheeler2000@yahoo.com>, Mary Maravilla <marym@guamlegislature.org>, "Rory J. Respicio" <roryforguam@gmail.com>, Tyrone Taitano <tjtaitano@cs.com>, "Vince P. Arriola" <vparriola1@gmail.com>

April 3, 2015

VIA E-MAIL

maria.connelley@dol.guam.gov

Ms. Maria Connelley

Acting Director

Department of Labor

414 W. Soledad Ave.

GCIC Suite 400

Hagåtña, Guam 96910

Subject: Notice of Public Hearing– Tuesday, April 7, 2015, 9:00 A.M.

Dear Ms. Connelley:

Håfa Adai! Please be advised that the Committee on Rules; Federal, Foreign & Micronesian Affairs; Human & Natural Resources; Election Reform and Capitol District will be conducting the following on **Tuesday, April 7, 2015 beginning at 9:00 A.M.** the Legislature's Public Hearing Room:

9:00 A.M. Public Hearing

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Rory J. Respicio

—

Majority Leader Rory J. Respicio

Chairperson, Committee on Rules, Federal, Foreign and Micronesian Affairs,
Human and Natural Resources, Election Reform and Capitol District

I Mina'Trentai Tres na Liheslaturan Guåhan

155 Hesler Place, Ste. 302

Hagåtña, Guam 96910

Phone: (671) 472-7679

Fax: (671) 472-3547



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SENATOR RORY J. RESPICIO
MAJORITY LEADER

CHAIRPERSON
COMMITTEE ON RULES; FEDERAL, FOREIGN & MICRONESIAN AFFAIRS;
HUMAN & NATURAL RESOURCES, ELECTION REFORM, AND CAPITOL DISTRICT



I Mina'trentai Tres na Libeslaturan Guåban
THIRTY-THIRD GUAM LEGISLATURE

April 3, 2015

VIA E-MAIL

president@gftunion.com

Mr. Timothy Fedenko
President
Guam Federation of Teachers
P.O. Box 2301
Hagåtña, Guam 96932

Subject: Notice of Public Hearing– Tuesday, April 7, 2015, 9:00 A.M.

Dear Mr. Fedenko:

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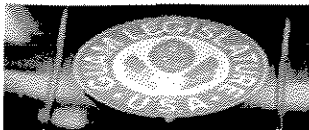
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Rory J. Respicio



Rory Respicio <cor@guamlegislature.org>

Notice of Public Hearing– Tuesday, April 7, 2015, 9:00 A.M.

Senator Rory J. Respicio <cor@guamlegislature.org>

Fri, Apr 3, 2015 at 5:17 PM

To: president@gftunion.com

Cc: irish@gftunion.com

Bcc: Elaine Tajalle <etajalle@guamlegislature.org>, Jennifer Louise Dulla <jennifer.lj.dulla@gmail.com>, mary louise wheeler <mlwheeler2000@yahoo.com>, Mary Maravilla <marym@guamlegislature.org>, "Rory J. Respicio" <roryforguam@gmail.com>, Tyrone Taitano <tjtaitano@cs.com>, "Vince P. Arriola" <vparriola1@gmail.com>

April 3, 2015

VIA E-MAIL

president@gftunion.com

Mr. Timothy Fedenko

President

Guam Federation of Teachers

P.O. Box 2301

Hagatna, Guam 96932

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Majority Leader Rory J. Respicio

Chairperson, Committee on Rules, Federal, Foreign and Micronesian Affairs,
Human and Natural Resources, Election Reform and Capitol District

I Mina'Trentai Tres na Liheslaturan Guåhan

155 Hesler Place, Ste. 302

Hagåtña, Guam 96910

Phone: (671) 472-7679

Fax: (671) 472-3547

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SENATOR RORY J. RESPICIO
MAJORITY LEADER

CHAIRPERSON

COMMITTEE ON RULES; FEDERAL, FOREIGN & MICRONESIAN AFFAIRS;
HUMAN & NATURAL RESOURCES, ELECTION REFORM, AND CAPITOL DISTRICT



I Mina'trentai Tres na Libeslaturan Guåhan
THIRTY-THIRD GUAM LEGISLATURE

April 3, 2015

VIA E-MAIL

law@guamag.org

Honorable Elizabeth Barrett-Anderson

Attorney General of Guam
Office of the Attorney General
590 S. Marine Corps Drive
ITC Building, Suite 706
Tamuning, Guam 96913

Subject: Notice of Public Hearing– Tuesday, April 7, 2015, 9:00 A.M.

Dear General Barrett-Anderson:

Håfa Adai! Please be advised that the Committee on Rules; Federal, Foreign & Micronesia Affairs; Human & Natural Resources; Election Reform and Capitol District will be conducting the following on **Tuesday, April 7, 2015 beginning at 9:00 A.M.** the Legislature's Public Hearing Room:

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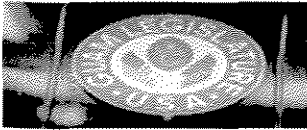
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Rory J. Respicio



Rory Respicio <cor@guamlegislature.org>

Notice of Public Hearing– Tuesday, April 7, 2015, 9:00 A.M.

Senator Rory J. Respicio <cor@guamlegislature.org>
To: law <law@guamag.org>

Sat, Apr 4, 2015 at 7:53 PM

April 3, 2015

VIA E-MAIL

law@guamag.org

Honorable Elizabeth Barrett-Anderson

Attorney General of Guam

Office of the Attorney General

590 S. Marine Corps Drive

ITC Building, Suite 706

Tamuning, Guam 96913

Subject: Notice of Public Hearing– Tuesday, April 7, 2015, 9:00 A.M.

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Hagåtña, Guam 96910

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Fax: (671) 472-3547

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Listserv: phnotice@guamlegislature.org

Updated as of March 25, 2015

aalladi@guampdn.com
action@weareguahan.com
admin2@guamrealtors.com
admin@frankaguonjr.com
admin@guamrealtors.com
admin@weareguahan.com
aguon4guam@gmail.com
agusto.aflague@gmail.com
ahernandez@guamlegislature.org
ajuan@kijifm104.com
alerta.jermaine@gmail.com
aline4families@gmail.com
am800guam@gmail.com
amandalee.shelton@mail.house.gov
amcborja@gmail.com
amier@mvguam.com
ang.duenas@gmail.com
ataligba@gmail.com
av@guamlegislature.org
avon.guam@gmail.com
baza.matthew@gmail.com
bbautista@spbguam.com
bdydasco@senatorada.org
bella@judiwonpat.com
bernice@tinamunabarnes.com
berthaduenas@guamlegislature.org
betsy@spbguam.com
bmkelman@guampdn.com
brantforguam@gmail.com
breanna.lai@mail.house.gov
bruce.lloyd.media@gmail.com
bshringi@moylans.net
carlaborja.73@yahoo.com
carlsanchez@judiwonpat.com
carlsonc@pstripes.osd.mil
ccastro@guamchamber.com.gu
ccharfauros@guamag.org
ccolbert@guamlegislature.org
ccruz.duenas@gmail.com
charlesonedera@gmail.com
chechsantos@gmail.com
cheerfulcatunao@yahoo.com
christine.quinata@takecareasia.com
cipo@guamlegislature.org
clerks@guamlegislature.org
clynt@spbguam.com
committee@frankaguonjr.com
communications@frankaguonjr.com
communications@guam.gov
cor@guamlegislature.org
coy@senatorada.org
cyrus@senatorada.org
danireyes@senatorbjcruz.com

darryl@tinamunabarnes.com
dcrisost@guam.gannett.com
delisleduenas@judiwonpat.com
desori623@hotmail.com
divider_j_jimenez@hotmail.com
dleddy@guamchamber.com.gu
dmgeorge@guampdn.com
dtamondong@guampdn.com
duenasenator@gmail.com
ed@tonyada.com
edelynn1130@hotmail.com
editor@mvguam.com
editor@saipantribune.com
edpocague@judiwonpat.com
eflores@senatorbjcruz.com
egg3759@yahoo.com
emqcho@gmail.com
eo@guamrealtors.com
etajalle@guamlegislature.org
evelyn4families@gmail.com
ewinstoni@yahoo.com
fbtorres@judiwonpat.com
fes22744@gmail.com
flores@senatorada.org
frank.blasjr@gmail.com
frank@judiwonpat.com
frank@mvguam.com
gdumat-ol@guampdn.com
gerry@mvguam.com
gerrypartido@gmail.com
gina@mvguam.com
gina.fccg12@yahoo.com
gktv23@hotmail.com
guadalupeignacio@gmail.com
guam.avon@gmail.com
guam@pstripes.osd.mil
guamnativesun@yahoo.com
hana@guam-shinbun.com
hermina.certeza@senatorbjcruz.com
hill.bruce@abc.net.au
hottips@kuam.com
info@chinesetimesguam.com
janela@mvguam.com
jason@kuam.com
jason@senatormorrison.com
jean@tinamunabarnes.com
jennifer.lj.dulla@gmail.com
jennifer@mvguam.com
jespaldonesq@gmail.com
joan@kuam.com
joe@toduguam.com
joesa@guamlegislature.org
john.calvo@noaa.gov

Listserv: phnotice@guamlegislature.org

Updated as of March 25, 2015

john@kuam.com
johnluces@toduguam.com
jon.calvo@mail.house.gov
jontalk@gmail.com
jpmanuel@gmail.com
jstedtaotao@gmail.com
jtenorio@guamcourts.org
julian.c.janssen@gmail.com
juliette@senatorada.org
kai@spbguam.com
kcn.kelly@gmail.com
keepinginformed.671@gmail.com
kelly.toves@mail.house.gov
kennylg@guamlegislature.org
kenq@kuam.com
kevin@spbguam.com
khmg@hbcguam.net
koreannews@guam.net
koreatv@kuentos.guam.net
kstokish@gmail.com
kstoneews@ite.net
law@guamag.org
legislativecounsel@guamlegislature.org
leling@judiwonpat.com
life@guampdn.com
ljalcairo@gmail.com
llmatthews@guampdn.com
louella@mvguam.com
louise@tonyada.com
m.salaila@yahoo.com
mabuhaynews@yahoo.com
mahoquinene@guam.net
malainse@gmail.com
maria.pangelinan@gec.guam.gov
marym@guamlegislature.org
marycamachotorres@gmail.com
maryfejeran@gmail.com
matthew@senatormorrison.com
matthew.santos@senatorbjcruz.com
mcarlson@guamlegislature.org
mepheron.kathryn@abc.net.au
media@frankaguonjr.com
menchu@toduguam.com
millie@tinamunabarnes.com
mindy@kuam.com
mis@guamlegislature.org
miseke@mcvguam.com
mlwheeler2000@yahoo.com
monty.mcdowell@amiguam.com
mspeps4873@gmail.com
mvariety@pticom.com
mwatanabe@guampdn.com
natasha@toduguam.com

news@guampdn.com
news@spbguam.com
nick@kuam.com
nicoleramos@toduguam.com
norman.aguilar@guamcc.edu
nsantos@guamlegislature.org
odngirairikl@guampdn.com
office@senatorada.org
officeassistant@frankaguonjr.com
oliviampalacios@gmail.com
onlyonguam@acubedink.com
orleen@senatorbjcruz.com
pacificjournalist@gmail.com
parroyo@k57.com
pdkprg@gmail.com
pete@tonyada.com
phillipsguam@gmail.com
policy@frankaguonjr.com
publisher@glimpsesofofguam.com
rennac@guamlegislature.org
responsibleguam@gmail.com
rteeahan@yahoo.com
rgibson@k57.com
ricknauta@hitradio100.com
rlimtiaco@guampdn.com
rolly@ktkb.com
roryforguam@gmail.com
rowena@senatormorrison.com
senator@senatorbjcruz.com
senator@tinamunabarnes.com
senatorbrantmccreadie@gmail.com
senatorrodriguez@gmail.com
senjvespaldon@gmail.com
senatorsannicolas@gmail.com
senatorTonyada@guamlegislature.org
senatorunderwood@guamlegislature.org
sgflores@tinamunabarnes.com
sgtarms@guamlegislature.org
sitarose2@yahoo.com
sixquintanilla@gmail.com
slimtiaco@guampdn.com
smendiola@guamlegislature.org
sonedera-salas@guamlegislature.org
speaker@judiwonpat.com
staff@frankaguonjr.com
stephaniemendiola@gmail.com
tanya4families@gmail.com
tasigirl@gmail.com
tcastro@guam.net
telo.taitague@visitguam.org
tessa@senatorbjcruz.com
thebigshow@guamcell.net
thebigshow@k57.com

Listserv: phnotice@guamlegislature.org
Updated as of March 25, 2015

therese.hart.writer@gmail.com
tina@tinamunabarnes.com
tina.alicto@yahoo.com
tinamunabarnes@gmail.com
tjtaitano@cs.com
tom@senatorada.org
tommy@senatormorrison.com
tony@senatorada.org
tony@tonyada.com
tpocaique@judiwonpat.com

tritten@pstripes.osd.mil
tterlaje@guam.net
vejohntorres@guamlegislature.org
vince@tinamunabarnes.com
vleonguerrero@judiwonpat.com
xiosormd@gmail.com
xiosormd@yahoo.com
ylee2@guam.gannett.com
zita@mvguam.com
zpalomo@guamag.org

SENATOR RORY J. RESPICIO
MAJORITY LEADER

CHAIRPERSON
COMMITTEE ON RULES; FEDERAL, FOREIGN & MICRONESIAN AFFAIRS;
HUMAN & NATURAL RESOURCES, ELECTION REFORM, AND CAPITOL DISTRICT



I Mina'trentai Tres na Libeslaturan Guåhan
THIRTY-THIRD GUAM LEGISLATURE

PUBLIC HEARING
Tuesday, April 7, 2015 • 9:00 AM
Legislature's Public Hearing Room • *Hagåtña*, Guam

AGENDA

- I. Call to Order**
- II. Announcements**
- III. Items for Public Consideration**
 - Appointment of **Steven Carrara**, Member, Guam Environmental Protection Agency Board of Directors
Length of Term: Three (3) Years
 - **Bill No. 44-33 (COR)**- "AN ACT TO ADD A NEW (h) to § 5201 of 22 GCA RELATIVE TO THE USE OF AN INDIVIDUAL'S CREDIT HISTORY IN THE EMPLOYMENT PROCESS."
Sponsor- Senator James V. Espaldon
- IV. Closing Remarks**
- V. Adjournment**

For copies of the above mentioned bills, please visit the Guam Legislature's website at www.guamlegislature.com. Testimony should be addressed to Senator Rory J. Respicio, Chairperson, and may be submitted via hand-delivery to our office or our mailbox at the Main Legislature Building at 155 Hesler Place, *Hagatna*, Guam 96910, via e-mail to cor@guamlegislature.com, or via facsimile to (671) 472-3547. Individuals requiring special accommodations, auxiliary aids, or services shall contact and submit their request to Elaine Tajalle at our office. For more information, please call 472-7679. We look forward to your attendance and participation. *Si Yu'os ma'åse'!*