

MINA' TRENTAI DOS NA LIHESLATURAN GUÅHAN
2014 (SECOND) Regular Session

Bill No. 405-32 (COR)

Introduced by:

T.R. Muña Barnes
V.A. Ada

2014 OCT -7 AM 10:11

AN ACT AMEND §4108 (c)(2) OF CHAPTER 4, TITLE 4 OF THE GUAM CODE ANNOTATED RELATIVE TO SICK LEAVE.

BE IT ENACTED BY THE PEOPLE OF GUAM:

Section 1. Legislative Findings and Intent. *I Liheslaturan Guåhan* finds that often times employees find the need to be absent from duty to provide for the health care of an immediate family member and are currently required to exhaust all annual leave and compensatory time prior to utilizing their sick leave. *I Liheslaturan Guåhan* finds that employees should not be penalized for having to care for immediate family members who are seriously ill or injured by having to exhaust their annual leave and compensatory time prior to being allowed to use accrued sick leave.

Section 2. §4108 (c) (2) of Chapter 4, Title 4 of the Guam Code Annotated is amended to read:

(c) When Allowed. Sick leave with pay is allowed whenever:

(1) The employee is compelled to be absent from duty on account

1 of physical or mental illness; injury; mental health examination,
2 counseling or treatment; pregnancy; childbirth; medical, dental or
3 optical examination or treatment; or because of quarantine due to his
4 own or another's illness.

5 (2) The employee is compelled to be absent from duty to provide
6 health care for a member of the employee's immediate family as a
7 result of serious illness or injury ~~and the employee has exhausted all~~
8 ~~annual leave and compensatory time available.~~

9 (A) Serious illness or injury means an urgent condition that
10 is certified by the attending physician as requiring hospitalization,
11 institutionalization, or extended home care in which the person
12 needs the constant administration of special medical care or
13 support.

14 (B) Immediate family member means the employee's
15 spouse, common law, parents, parents-in-law, grandparents,
16 brothers, sisters, children, grandchildren, any step or adoptive
17 parents, adopted children or grandchildren of both the employee
18 and the spouse, a guardian or person in loco parentis.

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