

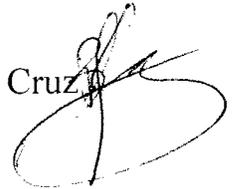
I MINA' TRENTA NA LIHESLATURAN GUÅHAN
2010 (Second) Regular Session

2010 JAN 22 AM 8:35 - De

Bill No. 348.30 (COR)

Introduced by:

B.J.F. Cruz



**AN ACT TO ADD A NEW §4127. TO ARTICLE 1 OF
CHAPTER 4 OF TITLE 4 OF THE GUAM CODE
ANNOTATED RELATIVE TO TIME OFF FOR
CHILDREN'S EDUCATIONAL ACTIVITIES.**

BE IT ENACTED BY THE PEOPLE OF GUAM

Section 1. Legislative Findings and Intent. *I Liheslaturan Guåhan* finds that parental involvement in children's educational activities leads to higher grades, increased motivation, better self-esteem, and fewer instances of violent behavior. Overall, parent participation in their children's educational activities at school or licensed child day care facility creates higher student academic achievement and better social adjustment. However, parents, grandparents, and guardians incur extensive pressure between balancing work with children's educational activities. Therefore, *I Liheslatura* finds it reasonable to allow parents, grandparents, or a guardian who are employees of the Government of Guam the ability to take time off from work to participate in their children's educational activities.

1 **Section 2.** A new § 4127. is hereby *added* to Article 1 of Chapter 4, Title 4,
2 Guam Code Annotated to read:

3 **“§ 4127. Time Off for Children’s Educational Activities.**

4 (a)(1) No department, agency or instrumentality of the Government of Guam may
5 suspend, demote or dismiss any employee who is a parent, guardian, or
6 grandparent having custody, of one or more children in kindergarten or grades 1 to
7 12, inclusive, or attending a licensed child day care facility, for taking off up to 40
8 hours each year, not exceeding eight hours in any calendar month of the year, to
9 participate in activities of the school or licensed child day care facility of any of his
10 or her children, if the employee, prior to taking the time off, gives at least five
11 working days notice to the employer of the planned absence of the employee.

12 (2) If both parents of a child are employed by the same employer at the same
13 worksite, the entitlement under paragraph (1) of a planned absence as to that
14 child applies, at any one time, only to the parent who first gives notice to the
15 employer, such that the other parent may take a planned absence
16 simultaneously as to that same child under the conditions described in
17 paragraph (1) only if he or she obtains the employer's approval for the
18 requested time off.

19 (b) (1) The employee shall utilize existing annual, personal leave, or compensatory
20 time off for purposes of the planned absence authorized by this section, unless
21 otherwise provided by a collective bargaining agreement. An employee also may
22 utilize time off without pay for this purpose, to the extent made available by his or
23 her employer. The entitlement of any employee under this section shall not be
24 diminished by any collective bargaining agreement term or condition.

25
26 (c) The employee, if requested by the employer, shall provide documentation from
27 the school or licensed child day care facility as proof that he or she participated in

1 school or licensed child day care facility activities on a specific date and at a
2 particular time. For purposes of this subsection, “documentation” means whatever
3 written verification of parental participation the school or licensed child day care
4 facility deems appropriate and reasonable.”