



DEPARTMENT OF
LABOR

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Employers Must Display New Signage for Pregnant Workers Within 90 Days

Hagåtña, Guam – Now that the Pregnant Workers Fairness Act Rules and Regulations (PWFA) has been signed into public law, the Guam Department of Labor reminds employers that signage associated with the PWFA must be displayed within their establishments.

The law requires employers with 15 or more employees to provide reasonable accommodations for pregnancy, childbirth, and related medical conditions, unless it would cause undue hardship. It sets timelines and procedures for filing and investigating complaints, and allows GDOL to request information and inspect worksites. It establishes monetary fines and possible mandatory training. It also provides an appeal process so employers can contest citations before penalties become final.

PWFA Signage Posting Compliance

Employers with 15 or more employees are required to have a visible PWFA notice of compliance poster in their place of business pursuant to rules at 17 GAR § 6203. Any employer that fails to meet this requirement may be found in violation and may be subject to civil penalties. GDOL is reminding employers of the following posting requirements:

- Posting must be in a format designed and approved by GDOL’s Fair Employment Practice Division
- Posting must be placed in a conspicuous location
- GDOL inspectors may conduct site visits to determine compliance with the requirement
- Full enforcement of the requirements shall commence May 28, 2026

“The purpose of this new signage and law is to bring awareness to pregnant workers about policies in the workplace. GDOL is committed to make sure workers’ rights are enforced and that there is a way for employees to request reasonable accommodations when needed so they can maintain their health, safety, and livelihoods while continuing to contribute to the workplace,” said Acting GDOL Director Gerard Toves.

To obtain a copy of the statute, rules, and PWFA compliance poster, visit dol.guam.gov/fepd. For more information about PWFA, contact 671-300-4544/4612.

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