



DEPARTMENT OF
LABOR

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GDOL Ready to Implement Pregnant Workers Fairness Act

Hagåtña, Guam - With Governor Lou Leon Guerrero's signing of Bill 210-38 into Public Law 38-93, the Guam Department of Labor (GDOL) is moving forward with implementation and enforcement of the Pregnant Workers Fairness Act, which provides reasonable workplace accommodations for pregnant workers and new parents.

The law, sponsored by Senator Telo Taitague, 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.

"GDOL has been working diligently since the Pregnant Workers Fairness Act was enacted to develop comprehensive rules and regulations that are clear, fair, and practical for both employers and workers. We are fully prepared to implement this law effectively and to support Guam's businesses and workforce as they navigate these important protections," said GDOL Director David Dell'Isola.

Similar to other workplace posters, the law requires employers to post an official notice of worker rights in a visible place. It establishes monetary fines and possible mandatory training. It also provides an appeal process so employers can contest citations before penalties become final.

GDOL is preparing an updated consolidated workplace poster that will include all required labor law notices in one easily accessible format.

For more information, contact GDOL at 671-475-7000/1 or visit dol.guam.gov.

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