

**GUAM-2013-LV**  
ST12 Guam (December 2007; Updated August 2013)  
**(Updated June 2017) (checked January 2021--no changes)**

## **Paid Military Leave for Employees of Guam**

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1.18: USERRA and Other Laws

2.0: Paid Leave

For employees of this U.S. territorial government, Guam provides for 15 days of military leave with pay for up to 15 days per fiscal year, after which service members can choose to use annual leave or leave without pay. The full law follows:

"All employees of the government of Guam who are members of the Reserve Components of the Department of Defense or Transportation, including, but not limited to, the United States Army, the United States Navy, the United States Marine Corps, the United States Air Force, the Army National Guard, the Air National Guard and the United States Coast Guard, shall be entitled to leaves of absence from their respective duties with the government of Guam without losses of time or efficiency ratings on all days during which they are engaged in active military duty ordered or authorized under the laws of United States. Such employees shall be entitled to military leave with pay while performing such duty not to exceed 15 working days per government of Guam fiscal year, and, to the extent not used in a fiscal year, accumulates in the succeeding year until it totals 15 days at the beginning of a fiscal year. Thereafter, the officers and employees shall elect annual leave or leave without pay. The provisions of this Section shall be retroactive to Oct. 1, 1994. (Guam Code, Title 4, section 4119.)

### **UPDATE JUNE 2017**

Guam Code, Title 4, section 4119 has been amended and now reads as follows:

#### **§ 4119. Military Leaves of Absence: National Guard or Reserves.**

- (a) All employees of the government of Guam who are members of the reserve components of the Department of Defense or *Transportation*, including, but not limited to, the United States Army, the United States Navy, the United States Marine Corps, the United States Air Force, the Army National Guard, the Air National Guard and the United States Coast Guard, shall be entitled to leaves of absence from their respective duties with the government of Guam without losses of time or efficiency ratings on all days during which they are engaged in active military duty ordered or authorized under the laws of United States.

- (b) Such employees shall be entitled to military leave with pay while performing such duty not to exceed fifteen (15) working days per government of Guam fiscal year, and, to the extent not used in a fiscal year, accumulates in the succeeding year until it totals fifteen (15) days at the beginning of a fiscal year. Thereafter, the officers and employees shall elect annual leave, compensatory-time accrued, or leave without pay.
- (c) The provisions of this Section shall be retroactive to October 01, 2012.

4 Guam Code Annotated section 4119 (emphasis supplied).

Note: In 2003, the Coast Guard was transferred from the Department of Transportation to the Department of Homeland Security.