LOURDES A. LEON GUERRERO
GOVERNOR

JOSHUA F. TENORIO
LT. GOVERNOR

UFISINAN I MAGA'HÅGAN GUÅHAN
OFFICE OF THE GOVERNOR OF GUAM

Transmitted via email: speakerblas@guamlegislature.gov

March 11, 2026

The Honorable Frank Blas, Jr
Speaker
38th Guam Legislature
163 Chalan Santo Papa
Hagåtña, Guam 96910

RE: Attorney General Opinion Concerning Annual Leave Carryover

Håfa Adai Speaker Blas,

I write to bring to your attention to recent developments following the Attorney General's legal opinion dated October 10, 2025 (Ref. No. AG 25-0508) concerning the interpretation of 4 GCA § 4109 and the allowable carryover of annual leave balances for government of Guam employees.

Subsequent to the issuance of that opinion, the Department of Administration issued a memorandum on March 5, 2026, directing government agencies to review and adjust annual leave balances in accordance with the interpretation set forth in the opinion.

Since that time, my office has received a significant volume of feedback from government employees expressing dissatisfaction and concern regarding the potential impact of the interpretation on long-standing leave balances and expectations. Many employees have indicated that their leave planning and accumulated balances were based on guidance and administrative practices that had been in place across the government for many years.

I take these concerns seriously. Government of Guam employees have dedicated years, often decades, of service to our community, and many planned their leave usage and balances based on practices that had been relied upon across agencies for a long period of time. The uncertainty created by the recent interpretation has understandably caused frustration and concern among members of the government workforce.

The volume and consistency of the feedback we have received suggest that this issue raises broader policy considerations regarding the treatment of accumulated annual leave and the expectations that have developed over time within the government of Guam workforce.

For these reasons, I support legislative consideration of this issue and would welcome the introduction and review of a measure addressing the concerns raised about the treatment of accumulated annual leave balances.

Our Administration remains committed to supporting the government of Guam workforce and stands ready to work with you and members of the Legislature should additional information or assistance be helpful as this matter is considered.

Si Yu'os ma'åse for your attention to this matter.

Senseramente,

JOSHUA F. TENORIO
Åkto Maga'låhen Guåhan
Acting Governor of Guam

Enclosure: Attorney General Opinion Dated October 10, 2025
Department of Administration Circular Dated March 5, 2026

cc: All Members of *I Mina'trentai Ocho na Liheslaturan Guåhan*, 38th Guam Legislature