
A SENATE BILL FOR AN ACT

To amend Section 19 (1) of TSL No. 3-43 as amended by deleting maternity leave as a reason for leave of absence, and by adding a new subsection 3 to allow paid maternity leave of absence and a new subsection 4 to allow paid paternity leave of absence for employees of the Chuuk State Government and for other purposes.

Be it enacted by the Chuuk State Legislature:

1 **Section 1. Statement of Finding and Purpose.** The Legislature finds that providing
2 paid maternity and paternity leave is essential for the health of Chuuk State's families and the
3 strength of its Public Service. This law will grant mothers time for physical recovery and allow
4 fathers to be actively involved in their child's early development. By supporting shared
5 parental responsibilities, this Act promotes a more equitable workplace. Furthermore, a
6 supportive leave policy enhances employee morale, improves retention, and demonstrates the
7 government's commitment to its workforce. Ultimately, this investment in our employees
8 leads to a healthier, more engaged, and more effective Public Service.

9 **Section 2. Amendment.** Section 19(1) of TSL No. 3-43 is hereby amended to read as
10 follows.

11 (1) "Leaves of absence with pay may be granted to employees by management
12 officials for reasons of vacation, illness, ~~maternity~~, training, or education, or for
13 such other reasons as will be in the best interests of the Public Service. Eligibility
14 for such leaves, the method and rate of earning such eligibility, and the duration of
15 the leaves shall be established by regulations.

16 (2) Leaves of absence without pay may be granted for such reasons as management
17 officials may deem proper and consistent with the interests of the Public Service.
18 Regulations shall prescribe the characteristics of such leaves.

19 (3) Paid maternity leave of absence shall be granted to a female employee for a period
20 of 90 days:

21 a) For purposes of this section, "maternity leave" means leave in connection
22 with the birth of a child of the employee.

23 b) Paid maternity leave shall not be considered to be annual leave or sick leave
24 accrued in a calendar year.

1 c) Paid maternity leave shall not accumulate for any subsequent use if not
2 used by an employee before the end of each calendar year.

3 d) The employer through its management officials may require the employee
4 to provide a doctor's certificate indicating general condition during
5 pregnancy and the expected delivery date.

6 (4) Paid paternity leave of absence shall be granted to a male employee whose partner
7 is entitled to maternity leave under subsection (3), or would be entitled to maternity
8 leave under subsection (3) if she were employed, is entitled to paternity leave for
9 not less than 10 working days provided that he:

10 a) has completed 6 months of continuous service on the day he begins his
11 paternity leave;

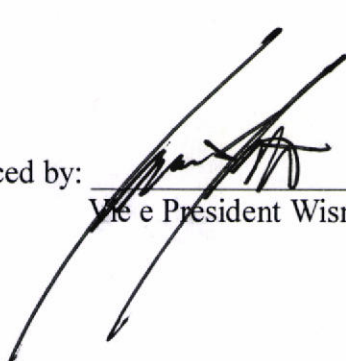
12 b) is the primary caregiver of his child; and

13 c) produces to his employer a certificate from a registered medical
14 practitioner or registered nurse specifying the possible date of birth.

15 **Section 2. Effective Date.** This Act shall become law upon approval by the Governor

16 or upon its becoming law without such approval

Date: 15 AUGUST 25

Introduced by: 
Vice President Wisney Nakayama