

AN ACT

To further amend title 52 of the Code of the Federated States of Micronesia, as amended, by amending section 145 subsection 1 thereof, to delete maternity as a reason for leave of absence, and by adding a new subsection 3 to allow paid maternity leave for public employees of the National Government and for other purposes.

BE IT ENACTED BY THE CONGRESS OF THE FEDERATED STATES OF MICRONESIA:

1 Section 1. Section 145 subsection 1 of title 52 of the Code
2 of the Federated States of Micronesia, is hereby amended by
3 deleting maternity as one of the reasons for leave absence to be
4 granted to employees of the National Government. The new
5 subsection 1 shall read as follows:

6 "Section 145. Leaves of absence.

7 (1) Leaves of absence with pay may be granted to
8 employees by management officials for reasons of
9 vacation, illness, training, or education, or for such
10 other reason as will be in the best interests of the
11 public service. Eligibility for such leaves, the method
12 and rate of earning such eligibility, and the duration
13 of the leave shall be established by regulations.

14 (2) Leave of absence without pay may be granted for
15 such reasons as management officials may deem proper and
16 consistent with the best interests of the public
17 service. Regulations may prescribe the characteristics
18 of such leaves.

19 (3) Paid maternity leave of absence shall be granted

1 to an employee for a period of six consecutive weeks per
2 twelve month period:

3 (a) For purposes of this section, "maternity
4 leave" means leave in connection with the birth of a
5 child of the employee.

6 (b) Paid maternity leave shall not be considered
7 to be annual leave or sick leave accrued in a calendar
8 year.

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

12 (d) The employer through its management officials
13 may require the employee to provide a doctor's
14 certificate indicating general condition during
15 pregnancy and the expected delivery date.

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25 Section 2. This act shall become law upon approval by the

1 President of the Federated States of Micronesia or upon its
2 becoming law without such approval.

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October 16, 2009

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/s/ Manny Mori

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Manny Mori

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President

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Federated States of Micronesia

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