



COPY

THE SENATE
Twenty-Fourth Northern Marianas Commonwealth Legislature
P. O. Box 500129
Saipan, MP 96950

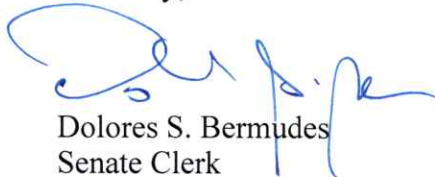
November 17, 2025

The Honorable Edmund S. Villagomez
Speaker
House of Representatives
24th Northern Marianas Commonwealth Legislature
Saipan, MP 96950

Dear Speaker Villagomez:

I have the honor of returning without amendment House Bill No. 24-54, entitled, "To increase the number of military leave hours available to CNMI government employees and to broaden eligibility for it use." The Senate passed on Final Reading H.B. No. 24-54 by the unanimous vote, in its 7th Day, Second Regular Session on November 17, 2025.

Sincerely,



Dolores S. Bermudes
Senate Clerk

Attachment

Transmitted to HOUSE:

Received by: _____

Date: _____

Time: _____



11/17/2025

4:38p



The Senate
NORTHERN MARIANAS COMMONWEALTH LEGISLATURE
P.O. BOX 500129
SAIPAN, MP 96950

STANDING COMMITTEE REPORT NO. 24-34
Date: October 7, 2025
RE: House Bill No. 24-54

Honorable Karl R. King-Nabors
President of the Senate
Twenty-Fourth Northern Marianas
Commonwealth Legislature
Saipan, MP 96950

Dear Mr. President:

Your Committee on Fiscal Affairs, to which House Bill No. 24-54 was referred, entitled:

“To increase the number of military leave hours to CNMI government employees and to broaden eligibility for its use,”

begs leave to report as follows:

I. RECOMMENDATION:

After considerable discussion and deliberation, your Committee recommends the passage of House Bill No. 24-54 in its current form.

II. ANALYSIS:

A. Purpose:

The purpose of House Bill No. 24-54 is to update the military leave benefit by enacting military and emergency service leave for government personnel.

**OFFICE OF THE
SENATE CLERK**

Signed By: V. Agnon
Date: 11/12/25 Time: 1:33pm

B. Committee Findings:

Your Committee finds that NMIAC § 10-20.2-620(i) authorizes military leave as a compensated benefit for government personnel who are members of the United States National Guard and the reserve components of the United States Armed Forces, for a period not to exceed 15 working days in any calendar year.

In addition, the Uniformed Services Employment and Reemployment Rights Act (USERRA), 38 U.S.C. §§4301 *et seq.*, provides federal protection against employment discrimination for individuals serving in the nation's uniformed services. In 2022, this protection was further expanded by the Civilian Reservist Emergency Workforce (CREW) Act, which includes Federal Emergency Management Agency (FEMA) Reservists within the scope of protected uniformed services of USERRA.

Your Committee recognizes the importance of updating the current military leave benefit from 15 days to 30 days to reflect these federal protections and to broaden the benefit to include categories of uniformed service as defined under USERRA.

Your Committee met on October 7, 2025, to discuss the proposed legislation. Your Committee unanimously supports the intent of House Bill No. 24-54, which seeks to revise the military leave benefit and extend it to certain emergency responders. It is for these reasons that your Committee recommends the passage of House Bill No. 24-54 in its current form.

C. Legislative History:

House Bill No. 24-54 was introduced by Representative Daniel I. Aquino, Jr. on August 29, 2025. House Bill No. 24-54 was passed by the House of Representatives on First and Final Reading, in its current form, during its Second Day, Second Regular Session on August 29, 2025. On September 2, 2025, House Bill No. 24-54 was transmitted to the Senate and was subsequently referred to the Senate Standing Committee on Fiscal Affairs for disposition.

D. Public Hearing and Comment:

1. Public Hearing. No public hearing was scheduled for House Bill No. 24-54. However, a committee meeting, which is open to the public, was held on October 7, 2025. See below for further details.
2. Committee Meeting. The proposed legislation made its first appearance during the scheduled committee meeting on Tuesday, October 7, 2025. The committee meeting notices and agenda were officially posted on October 1, 2025, on various legislative forums and social media sites to invite members of the general public to provide comments as indicated under *Item No. IV. Public Comment* on the Committee Agenda. However, no oral testimony in support or in opposition of House Bill No. 24-54 was presented before your Committee.

3. Written Comment. Your Committee agreed not to solicit comments on the proposed legislation. Additionally, no written comment in support or opposition of House Bill No. 24-54 was received by your Committee.

E. Estimated Fiscal Cost:

No fiscal analysis was prepared for the proposed legislation.

However, the enactment of House Bill No. 24-54 will not result in substantial expenses to the Commonwealth government by expanding military leave benefits from 15 days to 30 days and extending paid leave benefits to protected uniformed service members as defined under USERRA.

F. Summary of Committee Amendments:

Your Committee made no amendments to the proposed legislation.


III. CONCLUSION:

Your Committee agrees with the intent and purpose of the proposed legislation and recommends the passage of House Bill No. 24-54 in its current form.


Respectfully submitted,




Senator Jude U. Hofschneider
Chairperson



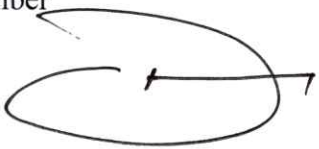
Senator Donald M. Manglona
Vice Chairperson



Senator Ronnie M. Calvo
Member

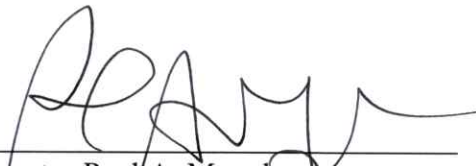


Senator Manny Gregory T. Castro
Member



Senator Francisco Q. Cruz
Member

Senator Corina L. Magofna
Member



Senator Paul A. Mangiona
Member

Reviewed by:



Senate Legal Counsel



Hse. Comm. No. 24-72

HOUSE OF REPRESENTATIVES

**TWENTY-FOURTH NORTHERN MARIANAS COMMONWEALTH
LEGISLATURE**

Vice Speaker Jesus P. Mafnas Memorial Building
Capitol Hill
Saipan, MP 96950
cnmileg.net


September 2, 2025

The Honorable Karl R. King-Nabors
President
The Senate
Twenty-Fourth Northern Marianas
Commonwealth Legislature
Capitol Hill
Saipan, MP 96950

Dear Senate President King-Nabors:

I have the honor of transmitting herewith for Senate *action* **H. B. No. 24-54**, entitled: "**To increase the number of military leave hours available to CNMI government employees and to broaden eligibility for its use.**", which was passed by the House of Representatives on First and Final Reading, by the majority vote of the members present, a quorum being present, during its Second Day, Second Regular Session on August 29, 2025.

Sincerely yours,


Linda B. Muña, MPA
House Clerk

Attachment

TRANSMITTAL TO THE SENATE

Received by: Chanelle Borja

Date: 9/2/25

Time: 3:27pm

TWENTY-FOURTH NORTHERN MARIANAS COMMONWEALTH

LEGISLATURE

IN THE HOUSE OF REPRESENTATIVES

AUGUST 29, 2025

Second Regular Session, 2025

H. B. 24-54

A BILL FOR AN ACT

To increase the number of military leave hours available to CNMI government employees and to broaden eligibility for its use.

BE IT ENACTED BY THE 24TH NORTHERN MARIANAS
COMMONWEALTH LEGISLATURE:

1 **Section 1. Short Title.** This Act may be cited as the “Military and Emergency
2 Service Leave Act of 2025.”

3 **Section 2. Findings and Purpose.** The Legislature finds that the Uniformed
4 Services Employment and Reemployment Rights Act (USERRA), 38 U.S.C.
5 §§ 4301 et seq., is a federal law that protects employees who serve in the nation’s
6 uniformed services from job discrimination. In September 2022, the Civilian
7 Reservist Emergency Workforce (CREW) Act amended USERRA to explicitly
8 include Federal Emergency Management Agency (FEMA) Reservists as part of the
9 protected uniformed services.

10 In light of the CREW Act, the Legislature finds it necessary to update the
11 CNMI Government’s military leave benefit to reflect the expanded categories of
12 federal uniformed service now recognized under USERRA. This Act modernizes

1 eligibility for the CNMI Government's paid military leave benefit by expressly
2 including permanent CNMI Government employees who serve in the National
3 Guard, reserve components of the United States Armed Forces, the FEMA
4 Reservist Program, the National Oceanic and Atmospheric Administration
5 Commissioned Officer Corps, or any other uniformed service covered under
6 USERRA. By doing so, this Act ensures that all eligible CNMI Government
7 uniformed service employees ordered to perform active duty, training, emergency
8 response, or other authorized service under competent authority are extended this
9 employee benefit.

10 The Legislature also finds that multiple jurisdictions are expanding their
11 military leave benefits to better support citizen-soldiers as they balance increasingly
12 demanding service obligations with civilian employment. For example, in 2024,
13 Maryland enacted the Time to Serve Act, which authorized an increase in the
14 amount of leave state employees may take for military reserve duties from 15 to 30
15 days. Similarly, Section 1109 of the Fiscal Year 2025 National Defense
16 Authorization Act, Pub. L. No. 118-159, increased federal military leave benefits
17 from 15 to 20 days.

18 Like Maryland and the United States, the Legislature finds that increasing the
19 CNMI Government's military leave benefit from 15 to 30 days per calendar year
20 promotes the well-being and financial stability of government employees who also
21 fulfill military and federal emergency service duties. The Legislature also

1 acknowledges that this Act's expanded benefit strengthens the CNMI
2 Government's ability to recruit and retain uniformed service personnel by
3 enhancing the appeal and competitiveness of public sector employment for those
4 who serve.

5 Thus, by enacting this legislation, the CNMI affirms its commitment to
6 supporting citizen-soldiers and emergency responders who bear dual
7 responsibilities to their nation and their communities. The expanded eligibility and
8 increased duration of the paid leave benefit authorized by this Act ensures that the
9 CNMI Government remains a fair, supportive, and mission-ready employer in line
10 with the evolving expectations of federal law and national service.

11 **Section 3. Enactment.** Article 5 of Chapter 5, Part 2, Division 8, Title 1 of
12 the Commonwealth Code is hereby enacted to read as follows:

13 **"Article 5. Military and Emergency Service Leave.**

14 **§ 101. Military and Emergency Service Leave.**

15 (a) All permanent employees of the Commonwealth government,
16 including those in the Executive, Legislative, and Judicial branches, and any
17 autonomous agency, office, board, authority, commission, or instrumentality,
18 shall be entitled to paid military and emergency service leave not to exceed
19 30 working days per calendar year. This leave shall be available to all
20 permanent Commonwealth government employees that:

21 (1) are a member of any of the following:

- 1 (i) the United States National Guard;
- 2 (ii) a reserve component of the United States Armed
- 3 Forces;
- 4 (iii) the Federal Emergency Management Agency Reservist
- 5 Program;
- 6 (iv) the National Oceanic and Atmospheric Administration
- 7 Commissioned Officer Corps; or
- 8 (v) any other uniformed service covered by the Uniformed
- 9 Services Employment and Reemployment Rights Act, 38 U.S.C.
- 10 §§ 4301 et seq.; and
- 11 (2) are ordered to perform active duty, training, emergency
- 12 response, or other authorized service under competent military, federal,
- 13 or state authority, including service in response to a national
- 14 emergency, disaster, or other major incident.
- 15 (b) Military and emergency service leave shall be granted upon the
- 16 presentation of valid military orders or other appropriate documentation.
- 17 (c) The maximum amount of paid leave authorized under this Section
- 18 is 30 working days per calendar year. The 30-day cap shall not prevent an
- 19 employee from electing to use other accrued leave benefits for absences in
- 20 excess of the cap.

1 **§ 102. Rules and Regulations.**

2 Within 120 days of the effective date of this Article, the Civil Service
3 Commission and all other departments, offices, branches, autonomous
4 agencies, boards, authorities, commissions, and instrumentalities of the
5 Commonwealth government shall adopt or amend their respective rules,
6 regulations, policies, or internal procedures as necessary to implement this
7 Article. Such rules and regulations may include, but are not limited to,
8 procedures for requesting military leave, required documentation, eligibility
9 determinations, coordination with other leave entitlements, and
10 recordkeeping or tracking requirements.”

11 **Section 4. General Provisions.**

12 (a) Any existing regulation, policy, or procedure that is inconsistent
13 with this Act is hereby superseded to the extent of the inconsistency.

14 (b) Nothing in this Act shall be construed to limit the authority of the
15 Civil Service Commission or any other CNMI government entity, including
16 autonomous agencies, offices, boards, authorities, commissions, and
17 instrumentalities, to promulgate regulations, policies, or procedures
18 consistent with this Act.

19 **Section 5. Severability.** If any provisions of this Act or the application of
20 any such provision to any person or circumstance should be held invalid by a court
21 of competent jurisdiction, the remainder of this Act or the application of its

1 provisions to persons or circumstances other than those to which it is held invalid
2 shall not be affected thereby.

3 **Section 6. Savings Clause.** This Act and any repealer contained herein shall
4 not be construed as affecting any existing right acquired under contract or acquired
5 under statutes repealed or under any rule, regulation, or order adopted under the
6 statutes. Repealers contained in this Act shall not affect any proceeding instituted
7 under or pursuant to prior law. The enactment of the Act shall not have the effect
8 of terminating, or in any way modifying, any liability, civil or criminal, which shall
9 already be in existence on the date this Act becomes effective.

10 **Section 7. Effective Date.** This Act shall take effect upon its approval by the
11 Governor, or it becoming law without such approval.

Prefiled: 8/20/2025

Date: _____

Introduced by: /s/ Rep. Daniel I. Aquino Jr.
/s/ Rep. Vincent R. Aldan
/s/ Rep. Diego V. F. Camacho
/s/ Rep. Marissa R. Flores
/s/ Rep. Thomas J. DLC. Manglona
/s/ Rep. Malcolm J. Omar
/s/ Rep. John Paul P. Sablan
/s/ Rep. Julie M. A. Ogo
/s/ Rep. Edmund S. Villagomez

Reviewed for legal sufficiency by:

/s/ Joseph M. Hallahan _____
House Legal Counsel

Date: 8/20/2025