

**Twenty-Second Northern Marianas Commonwealth Legislature**

**IN THE HOUSE OF REPRESENTATIVES**

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Session, 2022

H. B. 22- 98

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**A BILL FOR AN ACT**

To reestablish a CNMI Minimum Wage by repealing and reenacting 4 CMC §§ 9221, 9222 and 9223; to repeal and amend certain sections of the Minimum Wage and Hour Act; to abolish the Wage Review Committee; and for other purposes.

**BE IT ENACTED BY THE 22<sup>nd</sup> NORTHERN MARIANAS  
COMMONWEALTH LEGISLATURE:**

1           **Section 1. Findings and Purpose.** The Legislature finds that the current  
2           minimum wage in the Commonwealth of the Northern Mariana Islands (CNMI)  
3           was established by U.S. Public Law 110-28, the Fair Minimum Wage Age of 2007,  
4           which mandated incremental increases from the previous minimum wage of \$3.05  
5           per hour in 2007 until the minimum wage reached the federal minimum level of  
6           \$7.25 per hour in 2017. The Legislature finds that the current CNMI minimum  
7           wage of \$7.25 per hour is still far lower than more than half of U.S. states. Half of  
8           the states have seen minimum wage increases from 2021 to 2022, and eleven states  
9           plus the District of Columbia have legislation placing them on track to reach a  
10          minimum wage of \$15 per hour. California, some New York counties, and  
11          Washington, D.C., have a \$15 per hour minimum wage now.

1           The Legislature further finds that the CNMI minimum wage of \$7.25 has  
2 not been increased since 2017, while the cost of goods and services, housing, and  
3 other living expenses has gradually increased in the CNMI. The Legislature finds  
4 that the current CNMI minimum wage is not a living wage that would enable an  
5 individual or family to afford adequate shelter, food, and other basic necessities.  
6 The CNMI minimum wage should be gradually increased to keep pace with the  
7 rising cost of living.

8           The Massachusetts Institute of Technology's (MIT) Department of Urban  
9 Studies and Planning developed a living wage calculator for each U.S. state and the  
10 District of Columbia that takes into account the basic standard of living costs in  
11 each area. In 2021, MIT's living wage calculator determined that the lowest living  
12 wage in the U.S. is \$12.61 per hour for one adult in South Dakota and the highest  
13 is \$20.12 per hour for one adult in Washington, D.C. Even the lowest living wage  
14 in the U.S. states is still at least \$5.00 more than the current minimum wage in the  
15 CNMI, where the cost of living is higher than some places in the U.S.

16           According to the 2021 CNMI Prevailing Wage Study conducted by the  
17 Department of Commerce, Central Statistics Division, dated May 25, 2021, the  
18 CNMI's median hourly wage was \$9.97. This means that half of the CNMI's  
19 workforce is already making \$9.97 per hour or more. Moreover, the overall mean  
20 hourly wage in the CNMI was \$13.53. The Legislature finds that gradually

1 increasing the CNMI minimum wage to \$10.00 per hour in four years is both  
2 reasonable and attainable.

3           Accordingly, the purposes of this legislation are to establish a CNMI  
4 minimum wage that is not less than the federal minimum wage; to gradually  
5 increase the CNMI minimum wage by \$0.55 increments within 120 days of the  
6 effective date of this Act, and every year thereafter until the minimum wage is  
7 \$10.00 per hour; and to repeal or amend certain obsolete or problematic sections of  
8 the Minimum Wage and Hour Act. To improve protections for workers in the  
9 CNMI, this legislation repeals or amends certain sections of the administration and  
10 enforcement provisions of the Minimum Wage and Hour Act; repeals minimum  
11 wage exemptions; removes obstacles for employees to pursue a cause of action for  
12 violations of the Minimum Wage and Hour Act; and abolishes the Wage Review  
13 Committee.

14           The Legislature further intends that Ninth Circuit jurisprudence interpreting  
15 the federal Fair Labor Standards Act (FLSA) should be controlling in interpreting  
16 terms defined similarly to those in the FLSA throughout Title 4, Division 9, Article  
17 2 of the Commonwealth Code.

18           **Section 2. Repealer and Reenactment.** 4 CMC §§ 9221 and 9222 are  
19 hereby repealed and reenacted to read as follows:

20           “§ 9221. **Minimum Wages.**

1           (a) Every employer shall pay to each of his or her employees a minimum  
2 wage that is not less than the federal minimum wage pursuant to Section 6 of the  
3 Fair Labor Standards Act of 1938 (29 U.S.C. 206), as it may be amended from time  
4 to time.

5           (b) Every employer shall pay to each employee employed by him or her, a  
6 minimum wage as follows:

7                   (1) \$7.80 per hour, beginning on the 120<sup>th</sup> day after the enactment  
8 of this Act;

9                   (2) \$8.35 per hour, beginning 12 months after that 120<sup>th</sup> day;

10                   (3) \$8.90 per hour, beginning 24 months after that 120<sup>th</sup> day;

11                   (4) \$9.45 per hour, beginning 36 months after that 120<sup>th</sup> day; and

12                   (5) \$10.00 per hour, beginning 48 months after that 120<sup>th</sup> day.

13           (c) No employment contract shall be upheld which purports to contract  
14 around this provision.

15           (d) Provided, that if the federal minimum wage provided in the Fair Labor  
16 Standards Act of 1938 (29 U.S.C. 206) as amended and described in subsection (a)  
17 of this section, is increased at any time and exceeds the CNMI minimum wage  
18 provided in subsection (b), then the federal minimum wage shall apply.

19           **§ 9222. Maximum Hours.**

20           (a) No employer shall employ any employee in excess of 40 hours a week,  
21 unless the employee receives compensation for employment in excess

1 of such weekly hours at a rate not less than one and one-half times the  
2 regular rate at which the employee is employed. "Regular rate" shall be  
3 defined according to the guidelines set forth in the federal Fair Labor  
4 Standards Act at 29 U.S.C. § 207(e).

5 (b) This section shall not apply to any employee employed in a bona fide  
6 executive, administrative, or professional capacity, as defined at 29  
7 U.S.C. § 213(a)(1).

8 (c) No employment contract shall be upheld which purports to contract  
9 around this provision."

10 **Section 3. Repealer.** The following statutory provisions are hereby  
11 repealed in their entirety and codification of Title 4 of the Commonwealth Code  
12 may be renumbered as appropriate:

13 (a) 4 CMC §§ 9223, 9234, 9239, and 9240; and

14 (b) Chapter 6 (Wage Review Committees), Division 9, Title 4 of the  
15 Commonwealth Code [4 CMC §§ 9601-03].

16 **Section 4. Amendment.** 4 CMC § 9212 is hereby amended to read as  
17 follows:

18 **"§ 9212. Definitions.**

19 As used in this chapter:

1 (a) "Agriculture" means agriculture as defined in Section 3(f) of the federal  
 2 Fair Labor Standards Act of 1938 [29 U.S.C. § 203(f)], or as the same may be  
 3 amended from time to time.

4 (b) "Department" means the Department of ~~Commerce and Labor~~;  
 5 provided, however, that "department" means the Civil Service Commission for  
 6 employers and employees of the Commonwealth government.

7 (c) "~~Secretary~~Director" means the Secretary of Labor ~~Director of~~  
 8 ~~Commerce and Labor~~; provided, however, that "director" means the Personnel  
 9 ~~Officer for employers and employees of the Commonwealth government.~~  
 10 "Director" and includes his or her authorized representative.

11 (d) "Employ" means to suffer or permit to work.

12 (e) "Employee" means employee as defined in Section 3(e) of the federal  
 13 Fair Labor Standards Act of 1938 [29 U.S.C. § 203(f)], or as the same may be  
 14 amended from time to time any individual employed by an employer.

15 (f) "Employer" means employer as defined in Section 3(d) of the federal  
 16 Fair Labor Standards Act of 1938 [29 U.S.C. § 203(f)], or as the same may be  
 17 amended from time to time any individual, partnership, association, corporation,  
 18 business trust, legal representative, the government, its agencies and  
 19 instrumentalities, or any organized group of persons, acting directly or indirectly in  
 20 the interest of an employer in relation to an employee, but does not include the  
 21 United States government.

1 (g) "Wage" paid to an employee means legal tender of the United States, or  
2 checks on banks convertible into cash on demand at face value, and includes in  
3 addition thereto the reasonable cost, as determined by the department, to the  
4 employer of furnishing an employee with board, lodging or other facilities which  
5 are customarily furnished by such employer to his or her employees.

6 (h) "Week" or "workweek" means any period of seven consecutive days."

7 **Section 5. Amendment.** 4 CMC § 9231 is hereby amended to read as  
8 follows:

9 "**§ 9231. Duty of ~~Director~~ Secretary; ~~Staff~~.**

10 The Secretary ~~director~~ shall enforce the provisions of this chapter. The  
11 Secretary ~~director~~ may employ such staff as may be required to assist in enforcing  
12 the provisions of this chapter, pursuant to budgetary appropriations. The Secretary  
13 shall maintain a record of all administrative actions and all private suits undertaken  
14 in enforcement of this chapter and shall annually present such report to the Office  
15 of the Governor and the presiding officers of both houses of the Legislature. Such  
16 record shall include but not be limited to: all enforcement actions, including  
17 complaints filed or received and the status of adjudication; investigations  
18 performed; amounts found to be owed; amounts recovered; the nature or categories  
19 of violations; employees and employers implicated; length of time to resolve the  
20 matter; the number and nature of actions that are appealed and the result thereof;

1 and recommendations, if any, for legislative or executive action, or other policy  
2 reform.”

3 **Section 6. Amendment.** 4 CMC § 9232 is hereby amended to read as  
4 follows:

5 “§ 9232. **Employer Records; Furnishing of Pay Data;**  
6 **Secretary~~Director~~’s Rights and Duties.**

7 (a) Every employer shall keep in or about the premises wherein any  
8 employee is employed a record of the name, address and occupation of each  
9 employee, of the amount paid each pay period to each employee, of the hours  
10 worked each day and each workweek by each employee, and of other information  
11 and for periods of times as the Secretary ~~director~~ may by regulation prescribe. Such  
12 records shall be maintained for a period of at least six years. The Secretary ~~director~~  
13 shall for the purpose of examination have access to and the right to copy from such  
14 records.

15 (b) Every employer shall furnish to the Secretary ~~director~~ such information  
16 relating to the employment of workers and in such manner as the Secretary ~~director~~  
17 may prescribe, and shall permit the Secretary ~~director~~ to interview employees  
18 during working hours at the place of employment.

19 (c) Every employer shall furnish each employee at every pay period a  
20 written statement showing the employee’s total hours worked; overtime hours;  
21 straighttime compensation; overtime compensation; other compensation; total



1 gross compensation; amount and purpose of each deduction; total net  
2 compensation; date of payment; and pay period covered.

3 ~~(d) The director shall print and distribute copies of this chapter to interested~~  
4 ~~persons upon request without charges. Copies of orders, and of rules and~~  
5 ~~regulations of the director shall also be furnished to affected employers without~~  
6 ~~charge.”~~

7 **Section 7. Amendment.** 4 CMC § 9233 is hereby amended to read as  
8 follows:

9 **“§ 9233. Disclosure of Information.**

10 Except as otherwise provided in this chapter, information secured from  
11 inspection of the records, or from the transcription thereof, or from inspection of  
12 the employers’ premises by the Secretary ~~director~~, shall be held confidential and  
13 shall not be disclosed or be opened to any person. The information may be made  
14 available:

15 (a) To officials concerned with, and for the purposes of the administration  
16 of the laws relating to matters under the jurisdiction of the Secretary ~~director~~;

17 (b) To any agency of the Commonwealth government;

18 (c) To any employee, to the extent necessary for the proper presentation of  
19 his claim under 4 CMC § 9243;

20 (d) To the Wage and Hour and Public Contracts Divisions of the United  
21 States Department of Labor.

1           **Section 8. Amendment.** 4 CMC § 9235 is hereby amended to read as  
2 follows:

3           **“§ 9235. Oaths, Affidavits, and Subpoenas; Witnesses and Immunities.**

4           (a) The Secretary ~~director~~ may administer oaths, take or cause to be taken  
5 the depositions of witnesses, and require by subpoena the attendance and testimony  
6 of witnesses and the production of all books, records and other evidence relative to  
7 any matter under investigation. The subpoena shall be signed and issued by the  
8 Secretary ~~director~~. If any person fails to comply with any subpoena lawfully issued  
9 under this section, or on the refusal of any witness to produce evidence or to testify  
10 to any matter regarding which he may lawfully be questioned, the judge of the  
11 Commonwealth Superior Court, upon the application of the Secretary ~~director~~, shall  
12 compel obedience by a proceeding for contempt, as in the case of disobedience of  
13 the requirements of a subpoena issued by the court or a refusal to testify therein.  
14 The Secretary ~~director~~ may certify to official acts.

15           (b) No person shall be excused from attending and testifying or from  
16 producing books, papers, correspondence, memoranda, contracts, or other records  
17 and documents before the Secretary ~~director~~, or in obedience to the subpoena of the  
18 Secretary ~~director~~, or in any cause or proceeding instituted under this chapter, on  
19 the ground that the testimony or evidence documentary or otherwise required of the  
20 person may tend to incriminate or subject the person to a penalty or forfeiture; but  
21 no individual shall be prosecuted or subject to any penalty or forfeiture for or on

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1 account of any transaction, matter or thing concerning which he or she is compelled  
2 to testify or produce evidence, documentary or otherwise, after having claimed the  
3 privilege against self-incrimination, except that the individual so testifying shall not  
4 be exempt from prosecution and punishment for perjury committed in so  
5 testifying.”

6 **Section 9. Amendment.** 4 CMC § 9236 is hereby amended to read as  
7 follows:

8 **“§ 9236. Rules and Regulations.**

9 The department shall adopt rules and regulations as are necessary to carry  
10 out the purposes of this chapter or to prevent the circumvention or evasion of this  
11 chapter and to safeguard the minimum wage rates established. These rules and  
12 regulations may define terms used in this chapter, ~~including, but not limited to,~~  
13 ~~restriction or prohibition of industrial or household homework~~ or of other acts or  
14 practices as the department finds necessary. ~~Such rules and regulations may also~~  
15 ~~provide for reasonable deductions from the minimum wage applicable under this~~  
16 ~~chapter for board, lodging or other similar benefits furnished by an employer to his~~  
17 ~~employee.~~

18 **Section 10. Amendment.** 4 CMC § 9241 is hereby amended to read as  
19 follows:

20 **“§ 9241. Willful Violations; Penalty.**

1 Any employer who willfully hinders or delays the Secretary ~~director~~ in the  
2 performance of his or her duties in the enforcement of this chapter, or who willfully  
3 refuses to admit the Secretary ~~director~~ to any place of employment, or who fails to  
4 keep or falsifies any record required under 4 CMC § 9232, or who refuses to make  
5 such records accessible or to give information required for the proper enforcement  
6 of this chapter, upon demand, to the Secretary ~~director~~ shall for each instance be  
7 fined not more than ~~\$500~~ \$1,000 or imprisoned not more than 90 days, or both.

8 **Section 11. Amendment.** 4 CMC § 9242 is hereby amended to read as  
9 follows:

10 **“§ 9242. Other Criminal Violations.**

- 11 (a) The following persons may be found guilty of a misdemeanor:
- 12 (1) Any person disclosing information in violation of 4 CMC §  
13 9233; or
  - 14 (2) Any employer who willfully violates any provisions of this  
15 chapter or of any rule, regulation or order issued under the authority  
16 of this chapter; or
  - 17 (3) Any employer or employer’s agent who engages in retaliation,  
18 including discharges or discriminations against any employee  
19 because the employee has made a complaint, either orally or in  
20 writing, to the employer, to the Secretary ~~director~~, or to any other  
21 person that the ~~employee has not been paid wages in accordance~~

1           ~~with this chapter~~ employer has committed a violation of this chapter,  
2           either as to himself/herself or others, or has testified or is about to  
3           testify in any proceedings; or

4           (4) Any employer or employer's agent who pays or agrees to pay  
5           any employee compensation less than that which the employee is  
6           entitled to under this chapter.

7           (b) Any such person is punishable by a fine of not less than \$500 nor more  
8           than ~~\$500~~ \$1000 for each instance, or by imprisonment not in excess of one year,  
9           or both."

10           **Section 12. Amendment.** 4 CMC § 9243 is hereby amended to read as  
11           follows:

12           **"§ 9243. Liability of Employer to Employee.**

13           (a) Any employer who violates any provisions of 4 CMC §§ 9221 or 9222  
14           is liable to the employee or employees affected in the amount of their unpaid  
15           minimum wages and/or unpaid overtime compensation, and ~~in the case of willful~~  
16           ~~violation,~~ an additional equal amount as liquidated damages.

17           (b) In such an action, the employer shall bear the burden of proving the  
18           accuracy of records maintained pursuant to 4 CMC § 9232 and the precise amount  
19           of work performed.

20           (c) In addition to a private right of action against an employer for unpaid  
21           wages, employees shall have a right of action for money damages, which may

1 include punitive damages, and equitable relief for unlawful retaliation, as defined  
 2 in 4 CMC § 9242(a)(3). Employers who engage in retaliation shall also be liable  
 3 for an additional amount of liquidated damages not to exceed \$10,000.00 per  
 4 instance of retaliation.

5 (d) In the event of joint employment, joint employers may be held jointly  
 6 and severally liable.”

7 **Section 13. Amendment.** 4 CMC § 9244 is hereby amended to read as  
 8 follows:

9 **“§ 9244. Collection Suits; Attorney’s Fees; Assignments; Relief from**  
 10 **Costs.**

11 (a) An action to recover liability under 4 CMC §§ 9221 or 9222, or for  
 12 unlawful retaliation, may be maintained in any court of competent jurisdiction by  
 13 any one or more employees for and ~~in~~ on behalf of ~~himself or themselves~~ and other  
 14 employees similarly situated, or the employee or employees may designate an agent  
 15 or representative to maintain an action for and ~~in~~ on behalf of all employees  
 16 similarly situated.

17 (b) The court in such action shall, in addition to any judgment awarded to  
 18 the plaintiff or plaintiffs, in the event the plaintiff or plaintiffs prevail, allow a  
 19 reasonable attorney’s fee to be paid by the defendant, and the cost of the action.

20 (c) At the request of any employee paid less than the amount to which he  
 21 or she is entitled under this chapter, the Secretary ~~director~~ may take an assignment

1 in trust for the assigning employee of the full amount to which he is entitled under  
2 this section and may bring any legal action necessary to collect the claim. The  
3 employer shall be required to pay the costs and such reasonable attorney's fees as  
4 may be allowed by the court in the event the Secretary director prevails.

5 (d) The Secretary director shall not be required to pay the filing fee or other  
6 costs in connection with such action. The Secretary director, in case of suit, may  
7 join various claimants against the employer in one action. ~~The right provided by~~  
8 ~~this section to bring an action by or on behalf of any employee, and the right of any~~  
9 ~~employee to become a party plaintiff to any such action, shall terminate upon the~~  
10 ~~filing of a complaint by the director in an action in which restraints are sought by~~  
11 ~~any further delay in the payment of unpaid minimum wages, or the amount of~~  
12 ~~unpaid overtime compensation owing to the employee under 4 CMC §§ 9221 or~~  
13 ~~9222 by an employer liable therefor."~~

14 **Section 14. Amendment.** 4 CMC § 9245 is hereby amended to read as  
15 follows:

16 **"§ 9245. Injunctions.**

17 Whenever it appears to the Secretary director that any employer is engaged  
18 in any act or practice which constitutes or will constitute a violation of any  
19 provision of this chapter or of any rule or regulation, the Secretary director may  
20 bring an action in a court of competent jurisdiction to enjoin the act or practice and  
21 to enforce compliance with this chapter or with the rule or regulation, and upon a

1 proper showing, a permanent or temporary injunction or decree or restraining order  
2 shall be granted without bond.”

3 **Section 15. Amendment.** 4 CMC § 9246 is hereby amended to read as  
4 follows:

5 **“§ 9246. Limitation of Actions.**

6 (a) Except as provided in subsection (~~bc~~) of this section, any action  
7 commenced on or after the effective date of this Act ~~October 4, 1996~~, to enforce a  
8 cause of action for unpaid wages, unpaid overtime compensation, ~~or~~ liquidated  
9 damages, or retaliation under the Minimum Wage and Hour Act, 4 CMC § 9211 et  
10 seq., or any other cause of action related to the Employment of Foreign Nationals  
11 set forth at 3 CMC § 4911 et seq. ~~under the Nonresident Worker Act, 3 CMC §~~  
12 ~~4411 et seq.~~, must be commenced within six years ~~months~~ after the cause of action  
13 accrued, or after the violation became reasonably discoverable, whichever is later.  
14 ~~and every action shall be forever barred unless commenced within six months after~~  
15 ~~the cause of action accrued, except that a cause of action arising out of a willful~~  
16 ~~violation may be commenced within one year after the cause of action accrued.~~

17 (b) The termination of an employment contract shall not prevent or bar the  
18 commencement of any action to enforce a cause of action for unpaid wages, unpaid  
19 overtime compensation, liquidated damages, or retaliation under the Minimum  
20 Wage and Hour Act, 4 CMC § 9211 et seq., or any other cause of action related to



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1 the Employment of Foreign Nationals set forth at 3 CMC § 4911 et seq., within six  
2 years after the cause of action accrued.

3 (b) Any cause of action which accrued prior to the effective date of this  
4 Act October 4, 1996, and which would otherwise be barred by subsection (a) of this  
5 section, may nevertheless be brought if commenced on or before a date six months  
6 after the effective date of this Act October 4, 1996, or two years after the cause of  
7 action accrued, whichever is earlier, or if arising out of a willful violation, on or  
8 before a date one year after the effective date of this Act October 4, 1996, or three  
9 years after the cause of action accrued, whichever is earlier.”

10 **Section 16. Enactment.** There is enacted in Title 4, Division 4, Part 2,  
11 Chapter 7 of the Commonwealth Code a new Article 5, Liability of shareholders  
12 for wages due employees.

13 “§ xxx. **Liability of shareholders for wages due to employees.**

14 (a) The ten largest shareholders, as determined by the fair value of their  
15 beneficial interest as of the beginning of the period during which  
16 the unpaid services referred to in this section are performed, of every  
17 domestic corporation or of any foreign corporation, when the unpaid  
18 services were performed in the Commonwealth, shall jointly and severally be  
19 personally liable for all wages or other amounts due and owing to any of its  
20 employees by such corporation pursuant to this chapter. Before such employee shall  
21 charge such shareholder for such amounts, he or she shall give notice in writing to

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1 such shareholder that he or she intends to hold the shareholder liable under this  
2 section.

3 Such notice shall be given within six (6) years after termination of such  
4 employment, except that if, within such period, the employee demands an  
5 examination of the record of shareholders, the corporation shall be obligated to  
6 provide that record of shareholders, and such notice may be given within ninety  
7 (90) days after the employee has been given the opportunity to examine the record  
8 of shareholders. An action to enforce such liability shall be commenced within one  
9 year after the return of an execution unsatisfied against the corporation upon a  
10 judgment recovered against it for such amounts.

11 (b) A shareholder who has paid more than such shareholder's pro rata share  
12 under this section shall be entitled to contribution pro rata from the other  
13 shareholders liable under this section with respect to the excess so paid, over and  
14 above such shareholder's pro rata share, and may sue them jointly or severally or  
15 any number of them to recover the amount due from them. Such recovery may be  
16 had in a separate action. As used in this subsection, "pro rata" means in proportion  
17 to beneficial share interest. Before a shareholder may claim contribution from other  
18 shareholders under this paragraph, such shareholder shall, unless they have been  
19 given notice by an employee under subsection (a), give them notice in writing that  
20 such shareholder intends to hold them so liable to such shareholder. Such notice

1 shall be given by such shareholder within twenty days after the date that notice was  
2 given to such shareholder by an employee under subsection (a).

3 (c) The Secretary of Labor shall maintain a record of all actions undertaken  
4 in enforcement of this section and shall annually present such report to the Office  
5 of the Governor and the presiding officers of both houses of the Legislature.”

6 **Section 17. Severability.** If any provision of this Act or the application of  
7 any such provision to any person or circumstance should be held invalid by a court  
8 of competent jurisdiction, the remainder of the Act or the application of its  
9 provisions to persons or circumstances other than those to which it is held invalid  
10 shall not be affected thereby.

11 **Section 18. Savings clause.** This Act and any repealer contained herein  
12 shall not be construed as affecting any existing right acquired under contract or  
13 acquired under statutes repealed or under any rule, regulation or order adopted  
14 under the statutes. Repealers contained in this Act shall not affect any proceeding  
15 instituted under or pursuant to prior law. The enactment of the Act shall not have  
16 the effect of terminating, or in any way modifying, any liability, civil or criminal,  
17 which shall already be in existence on the date this Act becomes effective.

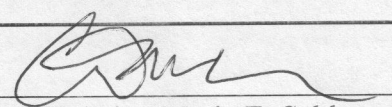
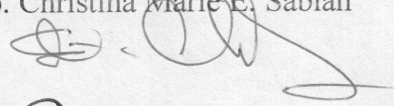
18 **Section 19. Effective date.** This Act shall take effect upon its approval by  
19 the Governor or upon its becoming law without such approval.

Prefiled: April 14, 2022

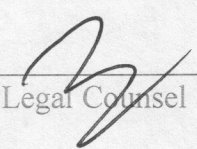
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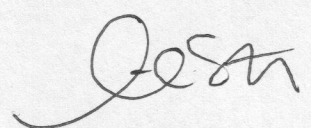
4/14/22

Introduced By:

  
Rep. Christina Marie E. Sablan  


Reviewed for legal sufficiency by:

  
House Legal Counsel

  
Dangmai (Denky)  
