

**BILL NO. 36-0207**

**Thirty-Sixth Legislature of the Virgin Islands**

**November 17, 2025**

An act amending title 3 Virgin Islands Code, chapter 25, subchapter VI, by adding section 590d and title 24 Virgin Islands Code, chapter 1, by adding section 24 requiring employers to grant parents or legal guardians of a child with a diagnosed disability, two hours per month of paid leave to attend the child’s medical appointments

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**PROPOSED BY:** Senator Avery L. Lewis

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*Be it enacted by the Legislature of the Virgin Islands:*

**SECTION 1.** Title 3 Virgin Islands Code, chapter 25, subchapter VI is amended by adding section 590d:

**“§ 590d. Leave for children with a disability**

(a) As used in this section:

(1) “Child with a diagnosed disability” means a child who is under the age of 18 and has undergone evaluation and received a professional diagnosis of a condition that affects their learning, physical, or emotional development, and requires special support or services.

(2) “Government of the Virgin Islands” or “GVI” means the Government of the Virgin Islands including its semi-autonomous agencies and independent instrumentalities.

1 (b) Parents or legal guardians of a child with a diagnosed disability who are full-time  
2 employees of the Government of the Virgin Islands, are entitled to two hours per month of paid  
3 leave to attend the child’s medical, therapeutic, or diagnostic appointments.

4 (c) The GVI may request the following documentation from the employee:

5 (1) confirmation that the child has been diagnosed with a disability; however,  
6 no specific medical details may be required; and

7 (2) written proof of an appointment or other confirmation of attendance at the  
8 medical appointment.

9 (d) The GVI may not deduct from an employee’s salary, wages, or accrued leave for  
10 leave taken under this section. Leave under this section may be supplemented with accrued  
11 sick leave if additional time is needed to attend the appointment.

12 (e) Except in cases of an emergency, employees must provide at least seven business  
13 days’ notice of the appointment date and time to their employer.

14 (f) The Virgin Islands Division of Personnel (“VIDOP”) shall enforce the provisions  
15 of this section and may promulgate regulations as are necessary to implement this section.

16 (g) VIDOP shall:

17 (1) investigate and resolve complaints, including requiring payment of back  
18 pay, if applicable; and

19 (2) impose civil penalties not to exceed \$1,000 per violation.”

20 **SECTION 2.** Title 24 Virgin Islands Code, chapter 1, is amended by adding section 24:

21 **“§ 24. Leave for children with a disability**

22 (a) As used in this section:

23 (1) “Child with a diagnosed disability” means a child who is under the age of 18  
24 and has undergone evaluation and received a professional diagnosis of a condition that

1 affects their learning, physical, or emotional development, and requires special support  
2 or services.

3 (2) “EDC beneficiary” means any person or entity granted economic  
4 development benefits under title 29, chapter 12, Virgin Islands Code.

5 (3) “Private employer” means a sole proprietor, corporation, partnership, limited  
6 liability company or other entity which employs ten or more persons.

7 (b) Parents or legal guardians of a child with a diagnosed disability, who are full-time  
8 employees of a private employer or an EDC beneficiary, are entitled to two hours per month  
9 of paid leave to attend the child’s medical, therapeutic, or diagnostic appointments.

10 (c) Employers may request the following documentation from the employee:

11 (1) confirmation that the child has been diagnosed with a disability; however,  
12 no specific medical details may be required; and

13 (2) written proof of an appointment or other confirmation of attendance at the  
14 medical appointment.

15 (d) An employer may not deduct from an employee’s salary, wages, or accrued leave  
16 for leave taken under this section. Leave under this section may be supplemented with accrued  
17 sick leave if additional time is needed to attend the appointment.

18 (e) Except in cases of an emergency, employees must provide at least seven business  
19 days’ notice of the appointment date and time to their employer.

20 (f) The Virgin Islands Department of Labor (“VIDOL”) shall enforce the provisions  
21 of this section and may promulgate regulations as are necessary to implement this section.

22 (g) VIDOL shall have the power to:

23 (1) investigate and resolve complaints, including requiring payment of back  
24 pay, if applicable; and

25 (2) impose civil penalties not to exceed \$1,000 per violation.”

