

ACT NO. 9 0 6 4

BILL NO. 36-0086

THIRTY-SIXTH LEGISLATURE OF THE VIRGIN ISLANDS

Regular Session

2025

An act amending title 3 Virgin Islands Code, chapter 25, section 590b, the Caregivers Leave Act

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Be it enacted by the Legislature of the Virgin Islands:

SECTION 1. Title 3 Virgin Islands Code, chapter 25, section 590b is amended as follows:

(a) by striking subsection (b) and inserting the following new subsection (b):

“(b) All fulltime employees of the Government of the Virgin Islands, including employees of independent boards, commissions, agencies, autonomous and semi-autonomous agencies, and instrumentalities of the Government of the Virgin Islands who are the primary caregiver of a seriously ill spouse, child, parent, or any individual who is the legal dependent of that employee, or who has been entrusted with or assumed responsibility for the care of an “older adult” as defined in section 452(k) of title 34 Virgin Islands Code or a “dependent adult” as defined in section 452(j) of title 34 Virgin Islands Code, are entitled to four hours administrative leave per month, each calendar year to perform caregiving duties. Full-time employees of beneficiaries under the Industrial Development Program, and employees of employers who receive benefits under Act No. 4740 who are the primary caregiver of a seriously ill spouse, child, parent, or any individual who is the legal dependent of that employee are entitled to two hours leave per month, each calendar year, to perform caregiving duties.”

(b) by redesignating subsection (c) as subsection (d) and by inserting the following new subsection (c):

“(c) To be eligible for caregiver’s leave, not more than 48 hours after the absence, the caregiver shall submit proof to the caregiver’s employer that the time off was taken in accordance with the criteria set forth in subsection (b). Failure to submit the proof is sufficient cause for the employer to not pay the caregiver for the time not worked.”

Thus passed by the Legislature of the Virgin Islands on November 19, 2025.

Witness our Hands and Seal of the Legislature of the Virgin Islands this 20th day of November, A.D., 2025.



A handwritten signature in blue ink that reads "Milton E. Potter".

Milton E. Potter
President

A handwritten signature in blue ink that reads "Avery L. Lewis".

Avery L. Lewis
Secretary



Bill No. 36-0086 is hereby approved.

**Witness my hand and the Seal of the Government of
the United States Virgin Islands at Charlotte Amalie,
St. Thomas, this 25th day of November, 2025 A.D.**

Tregenza A. Roach
**Tregenza A. Roach, Esq.
Acting Governor**