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HOUSE HEALTH COMMITTEE SUBSTITUTE FOR  
HOUSE MEMORIAL 2

**52ND LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2015**

A MEMORIAL

REQUESTING THE FAMILY-FRIENDLY WORKPLACE TASK FORCE TO CONVENE  
A PARENTAL PAID-LEAVE WORKING GROUP TO MAKE FINDINGS AND  
DEVELOP RECOMMENDATIONS FOR THE ESTABLISHMENT OF A PUBLICLY  
MANAGED PARENTING WORKERS' LEAVE FUND.

WHEREAS, the first months of life have a lifelong impact  
on the development of human beings; and

WHEREAS, an essential factor in healthy development of a  
baby's cognitive, social and emotional development is the  
amount of focused attention that the baby's caregiver provides  
in the first months of the baby's life; and

WHEREAS, increased parental attention during a child's  
first few months can reduce childhood illnesses and infant  
mortality, which in turn lowers the health and human service  
expenditures in the wider society; and

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WHEREAS, experts advise that babies at risk for developmental difficulties such as illness, birth defects, low birth weight or premature birth are especially in need of adequate time with their parents; and

WHEREAS, parents with well-nurtured children miss less time from work to care for sick or disabled children; and

WHEREAS, for over a decade, the state of California has implemented a parental-leave program that pays parents benefits through the state's social disability insurance program; and

WHEREAS, the state of California has seen an increase in low-wage job retention for workers who have made use of the state's parental paid-leave program; and

WHEREAS, eighty-seven percent of businesses in California have seen no increased costs as a result of that state's parental paid-leave policy; and

WHEREAS, New Jersey employers report that businesses have experienced no increase in administrative costs associated with the state's parental paid-leave program; and

WHEREAS, the *Harvard Business Review* reports that most companies with parental paid-leave policies experience stronger employee loyalty and morale; and

WHEREAS, a state-sponsored parental paid-leave policy allows smaller businesses to compete with larger businesses that might otherwise attract the best employees with parental paid leave; and

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WHEREAS, the state of New Mexico has a strong interest in supporting strong, healthy families where young New Mexicans may develop into peaceful, productive and law-abiding residents; and

WHEREAS, the family-friendly workplace task force has worked since 2011 to encourage family-friendly policies and businesses in New Mexico; and

WHEREAS, the family-friendly workplace task force was initially convened to assess and recommend policy options that promote family-friendly workplaces in New Mexico;

NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES OF THE STATE OF NEW MEXICO that the university of New Mexico's bureau of business and economic research be requested to convene the family-friendly workplace task force and that the family-friendly workplace task force be requested, in turn, to convene a parental paid-leave working group of experts in child and family development, business, law and public finance and administration, including representatives of:

- A. the state investment council;
- B. the children, youth and families department;
- C. the workforce solutions department;
- D. the taxation and revenue department;
- E. New Mexico voices for children;
- F. New Mexico chambers of commerce;

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- G. the southwest women's law center;
- H. the New Mexico pediatric society;
- I. New Mexico women's agenda;
- J. the New Mexico center on law and poverty;
- K. collective action strategies, incorporated;
- L. OLÉ;
- M. el centro de igualdad y derechos;
- N. encuentro New Mexico;
- O. New Mexico comunidades en acción y de fé; and
- P. the bureau of business and economic research of  
the university of New Mexico; and

BE IT FURTHER RESOLVED that the parental paid-leave working group be requested to develop recommendations for the establishment of a parental paid-leave program to provide paid leave to parents for childbirth and to care for newborn or newly adopted children or for newly acquired foster children; and

BE IT FURTHER RESOLVED that the parental paid-leave working group be requested to make findings and develop recommendations for the establishment of a publicly managed parenting workers' leave fund that can be accessed by both private and public employees and employers; and

BE IT FURTHER RESOLVED that the parental paid-leave working group develop recommendations as to choosing a state agency to manage the parental paid-leave program and the

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parenting workers' leave fund; and

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BE IT FURTHER RESOLVED that the executive director of the southwest women's law center be requested to serve as chair of the parental paid-leave working group; and

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BE IT FURTHER RESOLVED that the parental paid-leave working group be requested to present its findings and recommendations to the legislative health and human services committee and the legislative finance committee by October 1, 2016; and

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BE IT FURTHER RESOLVED that copies of this memorial be transmitted to:

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A. the governor;

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B. the secretary of children, youth and families;

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C. the secretary of workforce solutions;

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D. the secretary of taxation and revenue;

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E. the state investment officer;

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F. the president of the university of New Mexico;

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G. the director of the bureau of business and

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economic research at the university of New Mexico;

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H. legislative health and human services committee

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staff;

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I. legislative finance committee staff; and

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J. the executive directors of:

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(1) New Mexico voices for children;

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(2) New Mexico chambers of commerce;

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- (4) the New Mexico pediatric society;
- (5) New Mexico women's agenda;
- (6) the New Mexico center on law and poverty;
- (7) collective action strategies,  
incorporated;
- (8) OLÉ;
- (9) el centro de igualdad y derechos;
- (10) encuentro New Mexico; and
- (11) New Mexico comunidades en acción y de fé.

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