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2017 APR -6 PM 6:56

# State of New Mexico

SECRETARY OF STATE

Susana Martinez  
*Governor*

April 6, 2017

## HOUSE EXECUTIVE MESSAGE NO. 47

The Honorable Brian Egolf, Jr., Speaker of the House and  
Members of the House of Representatives  
State Capitol Building  
Santa Fe, NM 87501

Honorable Speaker Egolf and Members of the House:

Pursuant to the Constitution of the State of New Mexico, Article IV, Section 22, I hereby VETO and return HOUSE JUDICIARY COMMITTEE SUBSTITUTE FOR HOUSE HEALTH AND HUMAN SERVICES COMMITTEE SUBSTITUTE FOR HOUSE BILL 179, as amended, enacted by the Fifty-Third Legislature, First Session, 2017.

House Bill 179 would require employers to provide certain accommodations for pregnant workers, new mothers, and workers with related medical conditions. However, professional women with needs arising from pregnancy and childbirth are already protected by, for example, the New Mexico Human Rights Act, the Pregnancy Discrimination Act of Title VII of the Civil Rights Act, the Family and Medical Leave Act, and the Americans with Disabilities Act. Additionally, this bill's lack of clarity on what other related medical conditions are covered and vagueness on required time periods for accommodation would expose our business owners to liability and penalties like treble and punitive damages.

Good employers obey the law; they strive to meet their employees halfway and to support them as they offer their skills and talents to the team. I encourage our business leaders to continue to work with their pregnant and parenting workers to ensure fairness to all.

For these reasons, I hereby veto House Bill 179.

Respectfully yours,

A handwritten signature in black ink that reads "Martinez".

Susana Martinez  
Governor

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The Honorable Brian Egolf, Jr.

April 6, 2017

Page 2

RECEIVED FROM THE OFFICE OF THE GOVERNOR

Time: 6:56 a.m.  p.m.  
Date: April 6th, 2017 By   
Secretary of State

Time: \_\_\_\_\_ a.m. p.m.  
Date: \_\_\_\_\_, 2017 By \_\_\_\_\_  
Chief Clerk of the House