

1 A MEMORIAL

2 REQUESTING THE WORKFORCE SOLUTIONS DEPARTMENT TO CONVENE A
3 TASK FORCE TO FINISH THE WORK OF RECOMMENDING LEGISLATION FOR
4 PAID FAMILY AND MEDICAL LEAVE AND REPORT TO THE GOVERNOR AND
5 THE LEGISLATURE BY OCTOBER 1, 2022.

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7 WHEREAS, paid family and medical leave programs have
8 been enacted in nine states and the District of Columbia; and

9 WHEREAS, the urban institute reports that states with
10 established paid family and medical leave programs in 2020
11 were better able to withstand the impacts of the economic
12 downturn related to the coronavirus disease 2019 pandemic and
13 experienced lesser burdens on their unemployment insurance
14 programs; and

15 WHEREAS, paid family and medical leave programs are
16 associated with improved outcomes in the earliest years of
17 life, including higher rates of breastfeeding and
18 immunization and lower rates of child abuse, domestic
19 violence and financial instability; and

20 WHEREAS, the number of workers providing unpaid care for
21 elder family members is increasing as the United States
22 population over age sixty-five grows; and

23 WHEREAS, many working New Mexicans who experience
24 serious medical conditions currently have limited access to
25 paid or unpaid leave through their employers and often delay

1 medical treatment until an emergency arises; and

2 WHEREAS, in 2021, the New Mexico legislature passed the
3 Healthy Workplaces Act, which requires that employers provide
4 at least one hour of sick leave to an employee for every
5 thirty hours worked; and

6 WHEREAS, while a step in the right direction, the
7 Healthy Workplaces Act is not comparable to the federal
8 Family and Medical Leave Act of 1993 or the family and
9 medical leave programs in other states; and

10 WHEREAS, women-led households and communities of color
11 face the greatest burden of caregiving for children and
12 elders; and

13 WHEREAS, paternity leave can promote parent-child
14 bonding, improve outcomes for children, and even increase
15 gender equity at home and at the workplace. Paid paternal
16 leave for fathers, as well as for mothers, provides a real
17 advantage to working families; and

18 WHEREAS, the coronavirus disease 2019 pandemic has
19 forced millions of women in the country, especially mothers,
20 out of the workforce due to increasing family caregiving
21 responsibilities; and

22 WHEREAS, New Mexico businesses are facing a worker
23 shortage, and paid family and medical leave is associated
24 with improved employee recruitment, retention and morale; and

25 WHEREAS, ninety-six percent of New Mexico businesses

1 have fewer than fifty employees and are not required to
2 provide unpaid leave through the federal Family and Medical
3 Leave Act of 1993; and

4 WHEREAS, the costs of hiring and training new employees
5 are a significant burden for employers; and

6 WHEREAS, most small businesses in New Mexico cannot
7 afford to consistently provide employer-based paid leave
8 benefits to their employees; and

9 WHEREAS, a state-administered paid family and medical
10 leave trust fund is significantly less expensive for
11 employers than a privately funded paid leave program; and

12 WHEREAS, the coronavirus disease 2019 pandemic has
13 demonstrated that paid leave is critical to protecting public
14 health and promoting economic stability and resilience;

15 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF THE
16 STATE OF NEW MEXICO that the workforce solutions department
17 be requested to convene a task force to develop
18 recommendations for the enactment and implementation of a
19 paid family and medical leave act, including the
20 establishment and administration of a paid family and medical
21 leave trust fund administered by the department; and

22 BE IT FURTHER RESOLVED that the task force include
23 members representing:

24 A. a statewide nonprofit organization that
25 provides legal services and policy expertise for women and

1 girls;

2 B. a statewide nonprofit organization that
3 provides policy expertise on the interests of children;

4 C. the New Mexico public health association;

5 D. a statewide nonprofit organization with legal
6 and policy expertise on elder rights;

7 E. a statewide coalition that focuses on perinatal
8 issues;

9 F. an organization representing persons with
10 disabilities;

11 G. two statewide organizations representing labor,
12 at least one of which represents health care employees;

13 H. Native American tribal government;

14 I. the American Indian chamber of commerce of
15 New Mexico;

16 J. two statewide organizations representing
17 businesses;

18 K. a statewide organization representing Hispano
19 business owners;

20 L. a statewide organization representing lesbian,
21 gay, bisexual and transgender persons;

22 M. a statewide organization representing African
23 American business owners;

24 N. the bureau of business and economic research at
25 the university of New Mexico;

1 O. a member of the acequia association; and

2 BE IT FURTHER RESOLVED that the minority floor leader of
3 the senate and the senate president pro tempore each appoint
4 one small business owner; and

5 BE IT FURTHER RESOLVED that the task force present its
6 report and recommendations to the governor and the
7 legislative finance committee, the legislative health and
8 human services committee and other appropriate legislative
9 interim committees by October 1, 2022; and

10 BE IT FURTHER RESOLVED that the report contain economic
11 modeling of estimated yearly program costs and revenue and
12 comprehensive cost assessments of initial and continuing
13 implementation of a paid family and medical leave act; and

14 BE IT FURTHER RESOLVED that a copy of this memorial be
15 transmitted to the secretary of workforce solutions for
16 distribution to the governor's cabinet and other interested
17 persons. _____

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