

LFC Requester:	Rachel Mercer-Garcia
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AGENCY BILL ANALYSIS - 2025 REGULAR SESSION

WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO
AgencyAnalysis.nmlegis.gov and email to billanalysis@dfa.nm.gov
(Analysis must be uploaded as a PDF)

SECTION I: GENERAL INFORMATION

{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}

Date Prepared: 1/22/25 *Check all that apply:*
Bill Number: HB11 Original Correction
 Amendment Substitute

Sponsor: Representative
Chandler, Senator
Stewart, Representative
Roybal Caballaro **Agency Name
and Code
Number:** ECECD
**Person Writing
Analysis:** Sara Mickelson
Short Title: Paid Family and
Medical Leave Act **Phone:** 505-795-
1786 **Email:** Sara.mickelson@ecccd.
nm.gov

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		
NFI	NFI	N/A	

(Parenthesis () indicate expenditure decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		
N/A	N/A	N/A		

(Parenthesis () indicate revenue decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total	NFI	NFI	NFI	NFI	N/A	N/A

(Parenthesis () Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:
 Duplicates/Relates to Appropriation in the General Appropriation Act:

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: HB11 (Paid Family and Medical Leave Act) establishes a Paid Family and Medical Leave Fund in the state treasury and provides eligible applicants with funding to support paid family and medical leave. This includes time for bonding with a new child, caring for a family member, military deployment preparation, and to protect a family member from certain violence. The bill also establishes other policy for eligibility for leave, exemptions for certain employees, and establishes the Department of Workforce Solutions (DWS) as the administrator of the fund. In addition, this bill creates a temporary advisory committee to oversee establishment and initial implementation of Paid Family and Medical Leave.

FISCAL IMPLICATIONS

Note: major assumptions underlying fiscal impact should be documented.

Note: if additional operating budget impact is estimated, assumptions and calculations should be reported in this section.

ECECD anticipates only minor fiscal implications related to this bill as the current rate structure for child care, PreK, Family Infant Toddler, and Home Visiting programs. However, the bill cites the implementation date of leave beginning in January 2028. This is likely to have a fiscal impact beginning in FY28 due to the need for additional substitutes for coverage for educators.

SIGNIFICANT ISSUES

None

PERFORMANCE IMPLICATIONS

None

ADMINISTRATIVE IMPLICATIONS

ECECD would need to ensure all child care, Family Infant Toddler, Home Visiting, and PreK providers are aware of this bill's requirements and would do so in partnership with DWS.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

Relationship: Currently, families across New Mexico are able to access care for their infant starting at age six weeks. This bill would support families in caring for children in the time where no licensed child care is available (0-6 weeks) and ongoing during infancy and for other child health related issues. At this time, there is a lack of infant care across the state and infants are the most underserved group of children in ECECD's programs. This is especially of concern because secure attachment/stable caregiver relationships are most impactful on development in the earliest weeks of life. In addition, licensed child care programs must exclude children when they are ill, meaning that this bill would also serve to address that gap in care.

TECHNICAL ISSUES

None

OTHER SUBSTANTIVE ISSUES

None

ALTERNATIVES

None known

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

As addressed in the "Relationship" section of this FIR, working families in New Mexico will continue to have gaps in child care, especially in the most consequential phase of development (i.e., infancy) stage and when children are ill.

AMENDMENTS