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FISCAL IMPACT REPORT

SPONSOR Picraux ORIGINAL DATE 01/17/11 LAST UPDATED _____ HM 1
SHORT TITLE Family-Friendly Workplace Task Force SB _____
ANALYST Wilson

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Non-Rec	Fund Affected
FY10	FY11		
	NFI		

(Parenthesis () Indicate Expenditure Decreases)

SOURCES OF INFORMATION

LFC Files

Responses Received From

Children, Youth & Families Department (CYFD)
Commission on the Status of Women (CSW)
Department of Health (DOH)
Department of Workforce Solutions (DWS)
Economic Development Department (EDD)
Human Services Department (HSD)

SUMMARY

Synopsis of Bill

House Memorial 1 requests the creation of a statewide task force to assess and recommend policy options to address family-friendly workplaces for New Mexico women and families.

The University of New Mexico's Bureau of Business and Economic Research (BBER) is requested to convene a task force to define family-friendly policies and to study policy options related to paid maternity leave, paid time off, part-time employee benefits, policy incentives for family-friendly small businesses, employment-based child care and other issues that will improve the health of women and families by addressing economic security.

The task force shall include the following: representatives from BBER, the women's advocacy community, DWS, EDD, DOH, HSD, CYFD, the chambers of commerce of New Mexico cities with populations of more than 60,000 individuals, the small business community, an asset-

House Memorial 1 – Page 2

building organization, a business and professional women's association and others that the BBER identifies.

The task force is requested to submit an interim report to the Legislative Health and Human Services Committee by November 1, 2011 and a final report by November 1, 2012.

FISCAL IMPLICATIONS

There is no fiscal impact. Travel, per diem and other related costs will continue to be absorbed by the participating agencies.

SIGNIFICANT ISSUES

HM1 is a continuation of the task force work conducted by the Governor's Women's Health Office completed in 2010. The final report was released in November 2010 can be found at <http://nmwellwoman.com/>.

According to HM1, economic security means to have an unconditional and consistent access to stable and supportive employment, quality education, safe housing, safe communities, nutritious food, health care, and social services and social justice. Economic security is one of the building blocks necessary for individuals, families and communities to have a healthy and fulfilling quality of life. The goal of HM1 is to study policy related to paid maternity leave, paid time off, part-time employee benefits, policy incentives for family-friendly small businesses, employment-based child care and other issues that will improve the health of women and families by addressing economic security.

HM1 would seek to create public policy at the local, state and national levels to ensure economically secure lives for individuals and families in New Mexico. According to the DWSt's 2010 employee benefits survey, only 66.5% full-time employees and 17.5% of part-time employees were offered paid maternity leave, and only 24% of part-time employees were offered paid sick leave.

The workforce has changed dramatically within the last few decades. Women are now nearly 50% of the nation's workforce, and the recession's economic impacts on women are more consequential for the economy than they would have been in the recessions of the last century.

Women face a number of longer-term challenges, including the gender wage gap and female underrepresentation in the higher levels of management. Women are at a disadvantage with current workplace policies that do not take into account their unique roles as primary providers or as laborers for both their employers and their families. It is often difficult to balance work and family life for many women, and this conflict creates stress for them and their families.

Most families require two incomes to make ends meet, so that mothers must return to work as soon as possible after giving birth. More and more households are headed by single mothers. In addition, approximately 16,700,000 women are uninsured nationwide, and uninsured women are more likely to lack adequate access to health care and have poorer health outcomes.

ADMINISTRATIVE IMPLICATIONS

Agencies affected by this bill can handle the provisions of this bill with existing staff and current budget as part of ongoing responsibilities.

OTHER SUBSTANTIVE ISSUES

DOH provided the following:

- New Mexico women on average earn only 70% of what white men earn. New Mexico Hispanic women earn just 53% of what white men earn, and Native American women earn only 55% of what white men earn.
- Women with lower incomes suffer disproportionately from chronic disease, disability, environmental health issues, and poor health in general.
- Race and ethnicity are important determinants of economic security.

DW/mew