

HOUSE MEMORIAL 4

53RD LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2018

INTRODUCED BY

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Pursuant to House Rule 24-1, this document incorporates amendments that have been adopted prior to consideration of this measure by the House. It is a tool to show the amendments in context and is not to be used for the purpose of amendments.

A MEMORIAL

REQUESTING THE PARENTAL PAID-LEAVE WORKING GROUP HHC→**BE REESTABLISHED**←HHC TO CONTINUE THE EFFORTS MADE PURSUANT TO HOUSE HEALTH COMMITTEE SUBSTITUTE FOR HOUSE MEMORIAL 2 FROM THE FIRST SESSION OF THE FIFTY-SECOND LEGISLATURE TOWARD THE IMPLEMENTATION OF A PARENTAL PAID-LEAVE PROGRAM FOR NEW MEXICO BEGINNING IN 2020.

WHEREAS, House Health Committee Substitute for House Memorial 2 from the first session of the fifty-second legislature in 2015 noted that:

A. paid family-leave programs provide substantial

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benefits to children and the families of children; and

B. other states with a paid-family leave program have improved levels of job retention and employee loyalty and morale without increases in costs; and

WHEREAS, House Health Committee Substitute for House Memorial 2 provided for the convening of a parental paid-leave working group of experts in child and family development, business, law and public finance and administration, with the executive director of the southwest women's law center as its chair, to make findings and develop recommendations for the establishment of a publicly managed parental paid-leave program in New Mexico for both the public and private sectors; and

WHEREAS, in October 2016, the family-friendly workplace task force presented its findings and recommendations to the legislative health and human services committee; and

WHEREAS, the task force found that, at that time, four states had paid-family-leave laws, and an additional fifteen states were considering the creation of paid-family-leave programs; and

WHEREAS, the task force proposed at that time an outline of a New Mexico program that would provide employee contributions to a fund and reimbursement from that fund of a portion of an employee's salary when the employee takes up to twelve weeks of unpaid leave from employment for a seriously ill family member or for bonding with a newborn child, newly

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adopted child or newly placed foster child; HHC→and←HHC

HHC→WHEREAS, the reestablishment and continued work of
the parental paid-leave working group would aid in the
implementation of a paid-family-leave program;←HHC

NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF
REPRESENTATIVES OF THE STATE OF NEW MEXICO that the parental
paid-leave working group be HHC→reestablished, with
representatives from all groups previously included in the
parental paid-leave working group, plus representation from the
New Mexico federation of labor and representation on behalf of
small, medium and large businesses that represent the diverse
business community; and

BE IT FURTHER RESOLVED that the parental paid-leave
working group be←HHC requested to continue to develop
recommendations for the establishment of a parental paid-leave
and paid family- and medical-leave program to provide the data
necessary for establishing a parental paid-leave and paid
family- and medical-leave program for New Mexico; and

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

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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 continue to develop recommendations as to the state agency that should manage the parental paid-leave program; and

BE IT FURTHER RESOLVED that the parental paid-leave working group make recommendations on the implementation of a parental paid-leave and paid family- and medical-leave program over a three-year period, beginning in July 2020, with implementation of a pilot program in the public sector in year one of the program, full implementation of the program in the public sector in year two of the program and a phase-in of the private sector in year three of the program; and

BE IT FURTHER RESOLVED that the parental paid-leave working group present its recommendations to the legislative health and human services committee prior to December 31, 2018 for approval of the pilot program in the public sector that can be voted upon during the first session of the fifty-fourth legislature in 2019; and

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

- A. the governor;
- B. the secretary of children, youth and families;
- C. the secretary of workforce solutions;

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- D. the secretary of taxation and revenue;
- E. the state investment officer;
- F. the president of the university of New Mexico;
- G. the director of the bureau of business and economic research at the university of New Mexico;
- H. the legislative health and human services committee staff;
- I. the legislative finance committee staff; and
- J. the executive directors of:
 - (1) New Mexico voices for children;
 - (2) New Mexico chambers of commerce;
 - (3) the southwest women's law center;
 - (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, limited liability company;
 - (8) OLÉ;
 - (9) el centro de igualdad y derechos;
 - (10) encuentro New Mexico;
 - (11) New Mexico comunidades en acción y de fé;
 - (12) the Albuquerque Hispano chamber of commerce;

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- (13) the Las Cruces Hispanic chamber of commerce;
- (14) the African American chamber of commerce of New Mexico;
- (15) the greater Albuquerque chamber of commerce;
- (16) the greater Las Cruces chamber of commerce;
- (17) the Santa Fe chamber of commerce;
- (18) the national association of women business owners; HHHC→and←HHHC
- (19) the New Mexico association of commerce and industry; HHHC→and
- (20) the New Mexico federation of labor"←HHHC.