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HOUSE JOINT MEMORIAL 51

45TH LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2002

INTRODUCED BY

Mimi Stewart

FOR THE LEGISLATIVE HEALTH AND HUMAN SERVICES COMMITTEE

A JOINT MEMORIAL

**REQUESTING THE COMMISSION ON THE STATUS OF WOMEN TO LEAD A
STUDY ON THE COSTS AND BENEFITS OF PAID FAMILY AND MEDICAL
LEAVE.**

**WHEREAS, the federal Family and Medical Leave Act of 1993
was enacted by the United States congress; and**

**WHEREAS, people who take advantage of the provisions of
the act do so for justifiable and generally unavoidable
reasons; and**

**WHEREAS, currently, taking family medical leave poses a
hardship on many individuals due to the fact that no wages are
earned during the period of time they are on leave; and**

**WHEREAS, the public health costs of not providing wage
replacement for medical leave may include deferred but needed
medical treatment and resultant increased future costs; and**

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1 WHEREAS, the impact of not providing wage replacement for
2 appropriate family or medical leave may include poor health
3 care for infants whose mothers must return to work too soon
4 after giving birth; and

5 WHEREAS, the impact of employers providing paid family
6 and medical leave on overall employment, retention,
7 recruitment costs and productivity is not known; and

8 WHEREAS, it may be possible to fund wage replacement
9 during family and medical leave through existing state
10 insurance systems, including expansion of the temporary
11 disability or unemployment insurance system; and

12 WHEREAS, the impact on companies with fewer than fifty
13 employees may vary greatly from larger companies; and

14 WHEREAS, other government programs, including welfare,
15 may either benefit or be harmed by providing wage replacement
16 to individuals on family or medical leave;

17 NOW, THEREFORE, BE IT RESOLVED BY THE LEGISLATURE OF THE
18 STATE OF NEW MEXICO that the commission on the status of women
19 be requested to lead a task force to study the costs and
20 benefits of providing wage replacement to employees who take
21 family and medical leave; and

22 BE IT FURTHER RESOLVED that the task force include
23 representation from large and small businesses, statewide
24 business organizations, organized labor, women, seniors,
25 children's experts, health professionals and insurance

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1 carriers; and

2 BE IT FURTHER RESOLVED that the study address all issues
3 deemed relevant to the question of providing paid medical and
4 family leave; and

5 BE IT FURTHER RESOLVED that the commission on the status
6 of women present a report on paid medical and family leave to
7 the legislative health and human services committee at its
8 October 2002 meeting; and

9 BE IT FURTHER RESOLVED that a copy of this memorial be
10 sent to the commission on the status of women and the interim
11 legislative health and human services committee.

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