

**LEGISLATIVE EDUCATION STUDY COMMITTEE
BILL ANALYSIS**

Bill Number: SB 78

51st Legislature, 1st Session, 2013

Tracking Number: .190458.2

Short Title: UNM Family-Friendly Workplace Task Force

Sponsor(s): Senator Sander Rue

Analyst: James Ball

Date: February 3, 2013

Bill Summary:

SB 78 makes an appropriation to fund a family-friendly workplace task force and awards program through the University of New Mexico's (UNM) Bureau of Business and Economic Research (BBER).

Fiscal Impact:

\$75,000 is appropriated from the General Fund to the Board of Regents of UNM for expenditure in FY 14. Unexpended or unencumbered funds revert to the General Fund.

Fiscal Issues:

SB 78 would provide fiscal support for SJM 1, *Family-Friendly Workplace Task Force*.

Substantive Issues:

According to the UNM bill analysis, SB 78 will provide a one-time appropriation so that the task force on family-friendly workplaces:

- can continue its work with increased participation from private and public employers;
- establish an awards program to recognize businesses that demonstrate a commitment to such policies; and
- can recognize employers who have demonstrated a commitment to family-friendly policies and have them serve as examples to other employers. The awards program is a low-cost way of educating New Mexicans and employers about family-friendly workplace policies.

According to the Department of Health analysis, SB 78 would provide resources to investigate and address the following disparities in New Mexico:

- women on average earn only 70 percent of what non-Hispanic white men earn;
- Hispanic women earn just 53 percent of what non-Hispanic white men earn; and
- Native American women earn only 55 percent of what non-Hispanic white men earn.

Background:

According to the Higher Education Department:

- BBER collects and disseminates information and provides technical expertise and analyzes and conducts applied research for a diverse constituency including:
 - community organizations;
 - businesses;
 - labor unions;
 - government officials;
 - academia; and
 - students;
- in 2011, BBER convened a task force to define family-friendly policies and practices in the workplace and to study issues that could improve the health of women and families by addressing economic security; and
- the task force presented its final report on October 12, 2012, including matrices addressing the profitability and social outcomes of family-friendly policies and practices in the workplace as well as New Mexico low-wage occupations.

Committee Referrals:

SEC/SFC

Related Bills:

SJM 1 *Family-Friendly Workplace Task Force*