

A MEMORIAL

REQUESTING THE FAMILY-FRIENDLY WORKPLACE TASK FORCE TO CONVENE  
A PARENTAL PAID-LEAVE WORKING GROUP TO MAKE FINDINGS AND  
DEVELOP RECOMMENDATIONS FOR THE ESTABLISHMENT OF A PUBLICLY  
MANAGED PARENTING WORKERS' LEAVE FUND.

WHEREAS, the first months of life have a lifelong impact  
on the development of human beings; and

WHEREAS, an essential factor in healthy development of a  
baby's cognitive, social and emotional development is the  
amount of focused attention that the baby's caregiver provides  
in the first months of the baby's life; and

WHEREAS, increased parental attention during a child's  
first few months can reduce childhood illnesses and infant  
mortality, which in turn lowers the health and human service  
expenditures in the wider society; and

WHEREAS, experts advise that babies at risk for  
developmental difficulties such as illness, birth defects, low  
birth weight or premature birth are especially in need of  
adequate time with their parents; and

WHEREAS, parents with well-nurtured children miss less  
time from work to care for sick or disabled children; and

WHEREAS, for over a decade, the state of California has  
implemented a parental-leave program that pays parents  
benefits through the state's social disability insurance

program; and

WHEREAS, the state of California has seen an increase in low-wage job retention for workers who have made use of the state's parental paid-leave program; and

WHEREAS, eighty-seven percent of businesses in California have seen no increased costs as a result of that state's parental paid-leave policy; and

WHEREAS, New Jersey employers report that businesses have experienced no increase in administrative costs associated with the state's parental paid-leave program; and

WHEREAS, the *Harvard Business Review* reports that most companies with parental paid-leave policies experience stronger employee loyalty and morale; and

WHEREAS, a state-sponsored parental paid-leave policy allows smaller businesses to compete with larger businesses that might otherwise attract the best employees with parental paid leave; and

WHEREAS, the state of New Mexico has a strong interest in supporting strong, healthy families where young New Mexicans may develop into peaceful, productive and law-abiding residents; and

WHEREAS, the family-friendly workplace task force has worked since 2011 to encourage family-friendly policies and businesses in New Mexico; and

WHEREAS, the family-friendly workplace task force was

initially convened to assess and recommend policy options that promote family-friendly workplaces in New Mexico;

NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES OF THE STATE OF NEW MEXICO that the university of New Mexico's bureau of business and economic research be requested to convene the family-friendly workplace task force and that the family-friendly workplace task force be requested, in turn, to convene a parental paid-leave working group of experts in child and family development, business, law and public finance and administration, including representatives of:

- A. the state investment council;
- B. the children, youth and families department;
- C. the workforce solutions department;
- D. the taxation and revenue department;
- E. New Mexico voices for children;
- F. New Mexico chambers of commerce;
- G. the southwest women's law center;
- H. the New Mexico pediatric society;
- I. New Mexico women's agenda;
- J. the New Mexico center on law and poverty;
- K. collective action strategies, incorporated;
- L. OLÉ;
- M. el centro de igualdad y derechos;
- N. encuentro New Mexico;

- O. New Mexico comunidades en acción y de fé;
- P. the bureau of business and economic research of the university of New Mexico;
- Q. the Albuquerque Hispano chamber of commerce;
- R. the Las Cruces Hispanic chamber of commerce;
- S. the African American chamber of commerce of New Mexico;
- T. the greater Albuquerque chamber of commerce;
- U. the greater Las Cruces chamber of commerce;
- V. the Santa Fe chamber of commerce;
- W. the national association of women business owners; and
- X. the New Mexico association of commerce and industry; and

BE IT FURTHER RESOLVED that the parental paid-leave working group be requested to develop recommendations for the establishment of a parental paid-leave program to provide paid leave to parents for childbirth and to care for newborn or newly adopted children or for newly acquired foster children; 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 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 develop recommendations as to choosing a state agency to manage the parental paid-leave program and the parenting workers' leave fund; and

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

BE IT FURTHER RESOLVED that the parental paid-leave working group be requested to present its findings and recommendations to the legislative health and human services committee and the legislative finance committee by October 1, 2016; 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;
- 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. legislative health and human services committee staff;
- I. 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,  
incorporated;
- (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;
- (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; and
- (19) the New Mexico association of commerce  
and industry.