

LFC Requester:

Rebecca Mercer-Garcia

### AGENCY BILL ANALYSIS - 2025 REGULAR SESSION

#### SECTION I: GENERAL INFORMATION

*{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}*

**Date Prepared:** 1/16/2025

*Check all that apply:*

**Bill Number:** HB11

Original x Correction       
Amendment      Substitute     

**Sponsor:** Rep. Chandler  
Sen. Stewart

**Agency Name and Code Number:** 305 – New Mexico  
Department of Justice

**Short Title:** Paid Family & Medical Leave  
Act

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#### SECTION II: FISCAL IMPACT

##### APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		

(Parenthesis ( ) indicate expenditure decreases)

##### REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		

(Parenthesis ( ) indicate revenue decreases)

##### ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
<b>Total</b>						

(Parenthesis ( ) Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:  
 Duplicates/Relates to Appropriation in the General Appropriation Act

**SECTION III: NARRATIVE**

*This analysis is neither a formal Opinion nor an Advisory Letter issued by the New Mexico Department of Justice. This is a staff analysis in response to a committee or legislator’s request. The analysis does not represent any official policy or legal position of the NM Department of Justice.*

**BILL SUMMARY**

Synopsis:

HB 11 creates a new program for paid family, medical, safety, and exigency leave, to be administered by the New Mexico Department of Workplace Solutions (the “Department”). The new program raises revenue through a tax collected through employee paychecks to public and private employees within the state, including self-employed individuals. The revenue is remitted to a new fund—the “paid family and medical leave fund”—which is appropriated to the Department to distribute leave compensation to eligible employees. HB 11 limits such paid leave to 12 weeks at a time within an application year. Under HB 11, employers are prohibited from retaliating against any employee who uses such leave. HB 11 creates a grievance procedure for complainants to file administrative actions with the Department for alleged violations of provisions of the law. HB 11 permits employers to offer privately administered paid leave programs so long as these programs’ benefits are equivalent or greater than those guaranteed under HB 11. HB 11 preempts cities, counties and other municipalities or political subdivisions from enacting programs with comparable provisions to those created under HB 11.

**FISCAL IMPLICATIONS**

N/A

**SIGNIFICANT ISSUES**

Limitations for Grievances: The timeline for filing an administrative action with the Department alleging violation of the provisions of the Bill is an extremely short timeline. The Bill limits the timeframe for which an aggrieved party may file a complaint to within thirty business days the complainant becoming aware of the alleged violation. Comparable administrative grievance procedures for violations of state employment law currently exist in statute. See, e.g., the New Mexico Human Rights Act, NMSA 1978, § 28-1-10(A) (requiring a complainant to file a grievance with the Human Rights Commission within three hundred days of the alleged wrongful act).

**PERFORMANCE IMPLICATIONS**

None.

#### **ADMINISTRATIVE IMPLICATIONS**

None.

#### **CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

The Bill relates to, but does not seemingly conflict with, a subject covered by the Promoting Financial Independence for Victims of Domestic Abuse Act, NMSA 1978, § 50-4A-1 through -8. The Bill's safe leave provisions permit employees to apply for leave compensation through the Department where the employee or a family member of the employee is the victim of domestic violence, stalking, sexual assault, or abuse. The Promoting Financial Independence for Victims of Domestic Abuse Act requires employers to permit victims of domestic abuse to take leave from work consistent with the employer's policies. Further, employers are prohibited from retaliating against any employee that lawfully requests and exercises the right to take leave under such circumstances.

#### **TECHNICAL ISSUES**

None.

#### **OTHER SUBSTANTIVE ISSUES**

None.

#### **ALTERNATIVES**

None.

#### **WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL**

The status quo at the state level will remain unchanged. This status quo permits counties and municipalities to enact their own paid family leave policies, should they elect to do so.

#### **AMENDMENTS**

None.