

LFC Requester: _____

AGENCY BILL ANALYSIS - 2025 REGULAR SESSION

WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO

AgencyAnalysis.nmlegis.gov and email to billanalysis@dfa.nm.gov

(Analysis must be uploaded as a PDF)

SECTION I: GENERAL INFORMATION

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

Date Prepared: Feb 14 *Check all that apply:*
Bill Number: HB415 Original Correction
 Amendment Substitute

Sponsor: M. Duncan **Agency Name and Code** State Personnel Office 378
Short Title: Notification of Sick Leave to Employer **Number:** _____
Person Writing Dylan K. Lange
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SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		
N/A	N/A		

(Parenthesis () indicate expenditure decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		
None	None	None		

(Parenthesis () indicate revenue decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total	None	None	None			

(Parenthesis () Indicate Expenditure Decreases)

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis:

HB415 Amends 50-17-3 NMSA 1978, the Healthy Workplaces Act of the Labor Law to require employees to notify employers according to the employer's written policy when earned sick leave is unforeseeable.

FISCAL IMPLICATIONS

None noted.

SIGNIFICANT ISSUES

PERFORMANCE IMPLICATIONS

HB415 will require agencies to update their sick leave policies to ensure that the employee is aware of the responsibilities of notifying an employer of the need for sick leave, including when the need for sick leave is unforeseeable.

Note, if an agency has union-covered employees, the sick leave policy will need to be bargained.

ADMINISTRATIVE IMPLICATIONS

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

TECHNICAL ISSUES

OTHER SUBSTANTIVE ISSUES

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

AMENDMENTS