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FISCAL IMPACT REPORT

ORIGINAL DATE 01/30/13

SPONSOR Rue LAST UPDATED _____ HB _____

SHORT TITLE UNM Family-Friendly Workplace Task Force SB 78

ANALYST Roberts

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY13	FY14		
	\$75.0	Recurring	General Fund

(Parenthesis () Indicate Expenditure Decreases)

Companion to Senate Joint Memorial 1

SOURCES OF INFORMATION

LFC Files

Responses Received From

Department of Health (DOH)
 University of New Mexico (UNM)
 Higher Education Department (HED)

SUMMARY

Synopsis of Bill

Senate Bill 78 appropriates \$75 thousand dollars from the general fund to the board of regents of the University of New Mexico for the purpose of funding a family-friendly workplace task force and award program through the University of New Mexico's bureau of business and economic research.

FISCAL IMPLICATIONS

The appropriation of \$75 thousand dollars contained in this bill is a recurring expense to the general fund. Any unexpended or unencumbered balance remaining at the end of fiscal year 2014 shall revert to the general fund.

SIGNIFICANT ISSUES

The DOH cites that Senate Bill 78 would support the Senate Joint Memorial 1 task force investigation to address the following disparities:

- 1) Salary differences between women and men:
 - NM women on average earn 70 percent of the salary of non-Hispanic White men,
 - NM Hispanic women earn 53 percent of the salary of non-Hispanic White men, and
 - NM native American Women earn 55 percent of the salary of non-Hispanic White men.
- 2) Women with lower incomes suffer disproportionately from chronic disease, disability, mental health issues, and overall poor health.

The HED adds:

UNM's BBER collects and disseminates information, provides technical expertise, and analyzes and conducts applied research for a diverse constituency including community organizations, businesses, labor unions, government officials, academia, students and others. Pursuant to House Memorial 1, passed by the New Mexico House of Representatives in the 2011 regular session, BBER convened a task force to define family friendly policies and practices and to study issues that could improve the health of women and families by addressing economic security.

No funding was provided, and the work was performed on a voluntary basis. The task force presented its final report on October 12, 2012. The report included matrices addressing the profitability and social outcomes of family friendly policies and practices in the workplace. It also included a matrix of New Mexico low-wage occupations.

UNM reports that this appropriation will support the task force so that it can continue its work with private and public employers and establish an awards program to recognize businesses that demonstrate a commitment to family-friendly workplace policies. The task force has designed an awards program but will be unable to implement without some up-front funding. The awards program is a low cost way of educating New Mexicans and NM employers about family friendly workplace policies.

ADMINISTRATIVE IMPLICATIONS

The board of regents of the University of New Mexico would be responsible for administering the funds for a family-friendly workplace task force and award program at the university.

COMPANIONSHIP

Senate Bill 78 is a companion bill to Senate Joint Memorial 1, which requests the continuation of the House Memorial 1 family friendly workplace task force convened in 2011.

MIR/svb:bm