

1 A MEMORIAL

2 REQUESTING THE PARENTAL PAID-LEAVE WORKING GROUP BE
3 REESTABLISHED TO CONTINUE THE EFFORTS MADE PURSUANT TO HOUSE
4 HEALTH COMMITTEE SUBSTITUTE FOR HOUSE MEMORIAL 2 FROM THE
5 FIRST SESSION OF THE FIFTY-SECOND LEGISLATURE TOWARD THE
6 IMPLEMENTATION OF A PARENTAL PAID-LEAVE PROGRAM FOR NEW
7 MEXICO BEGINNING IN 2020.

8
9 WHEREAS, House Health Committee Substitute for House
10 Memorial 2 from the first session of the fifty-second
11 legislature in 2015 noted that:

12 A. paid family-leave programs provide substantial
13 benefits to children and the families of children; and

14 B. other states with a paid-family leave program
15 have improved levels of job retention and employee loyalty
16 and morale without increases in costs; and

17 WHEREAS, House Health Committee Substitute for House
18 Memorial 2 provided for the convening of a parental paid-
19 leave working group of experts in child and family
20 development, business, law and public finance and
21 administration, with the executive director of the southwest
22 women's law center as its chair, to make findings and develop
23 recommendations for the establishment of a publicly managed
24 parental paid-leave program in New Mexico for both the public
25 and private sectors; and

1 WHEREAS, in October 2016, the family-friendly workplace
2 task force presented its findings and recommendations to the
3 legislative health and human services committee; and

4 WHEREAS, the task force found that, at that time, four
5 states had paid-family-leave laws, and an additional fifteen
6 states were considering the creation of paid-family-leave
7 programs; and

8 WHEREAS, the task force proposed at that time an outline
9 of a New Mexico program that would provide employee
10 contributions to a fund and reimbursement from that fund of a
11 portion of an employee's salary when the employee takes up to
12 twelve weeks of unpaid leave from employment for a seriously
13 ill family member or for bonding with a newborn child, newly
14 adopted child or newly placed foster child; and

15 WHEREAS, the reestablishment and continued work of the
16 parental paid-leave working group would aid in the
17 implementation of a paid-family-leave program;

18 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF
19 REPRESENTATIVES OF THE STATE OF NEW MEXICO that the parental
20 paid-leave working group be reestablished, with
21 representatives from all groups previously included in the
22 parental paid-leave working group, plus representation from
23 the New Mexico federation of labor and representation on
24 behalf of small, medium and large businesses that represent
25 the diverse business community; and

1 BE IT FURTHER RESOLVED that the parental paid-leave
2 working group be requested to continue to develop
3 recommendations for the establishment of a parental paid-
4 leave and paid family- and medical-leave program to provide
5 the data necessary for establishing a parental paid-leave and
6 paid family- and medical-leave program for New Mexico; and

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

11 BE IT FURTHER RESOLVED that the parental paid-leave
12 working group be requested to make findings and develop
13 recommendations for the establishment of a publicly managed
14 parenting workers' leave fund that can be accessed by both
15 private and public employees and employers; and

16 BE IT FURTHER RESOLVED that the parental paid-leave
17 working group continue to develop recommendations as to the
18 state agency that should manage the parental paid-leave
19 program; and

20 BE IT FURTHER RESOLVED that the parental paid-leave
21 working group make recommendations on the implementation of a
22 parental paid-leave and paid family- and medical-leave
23 program over a three-year period, beginning in July 2020,
24 with implementation of a pilot program in the public sector
25 in year one of the program, full implementation of the

1 program in the public sector in year two of the program and a
2 phase-in of the private sector in year three of the program;
3 and

4 BE IT FURTHER RESOLVED that the parental paid-leave
5 working group present its recommendations to the legislative
6 health and human services committee prior to December 31,
7 2018 for approval of the pilot program in the public sector
8 that can be voted upon during the first session of the fifty-
9 fourth legislature in 2019; and

10 BE IT FURTHER RESOLVED that copies of this memorial be
11 transmitted to:

- 12 A. the governor;
- 13 B. the secretary of children, youth and families;
- 14 C. the secretary of workforce solutions;
- 15 D. the secretary of taxation and revenue;
- 16 E. the state investment officer;
- 17 F. the president of the university of New Mexico;
- 18 G. the director of the bureau of business and
19 economic research at the university of New Mexico;
- 20 H. the legislative health and human services
21 committee staff;
- 22 I. the legislative finance committee staff; and
- 23 J. the executive directors of:
 - 24 (1) New Mexico voices for children;
 - 25 (2) New Mexico chambers of commerce;

- 1 (3) the southwest women's law center;
- 2 (4) the New Mexico pediatric society;
- 3 (5) New Mexico women's agenda;
- 4 (6) the New Mexico center on law and
- 5 poverty;
- 6 (7) collective action strategies, limited
- 7 liability company;
- 8 (8) OLÉ;
- 9 (9) el centro de igualdad y derechos;
- 10 (10) encuentro New Mexico;
- 11 (11) New Mexico comunidades en acción y de
- 12 fé;
- 13 (12) the Albuquerque Hispano chamber of
- 14 commerce;
- 15 (13) the Las Cruces Hispanic chamber of
- 16 commerce;
- 17 (14) the African American chamber of
- 18 commerce of New Mexico;
- 19 (15) the greater Albuquerque chamber of
- 20 commerce;
- 21 (16) the greater Las Cruces chamber of
- 22 commerce;
- 23 (17) the Santa Fe chamber of commerce;
- 24 (18) the national association of women
- 25 business owners;

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(19) the New Mexico association of commerce
and industry; and

(20) the New Mexico federation of labor.

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