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HOUSE MEMORIAL 4

53RD LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2018

INTRODUCED BY

Daymon Ely

A MEMORIAL

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

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

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

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

WHEREAS, House Health Committee Substitute for House

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1 Memorial 2 provided for the convening of a parental paid-leave
2 working group of experts in child and family development,
3 business, law and public finance and administration, with the
4 executive director of the southwest women's law center as its
5 chair, to make findings and develop recommendations for the
6 establishment of a publicly managed parental paid-leave program
7 in New Mexico for both the public and private sectors; and

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

11 WHEREAS, the task force found that, at that time, four
12 states had paid-family-leave laws, and an additional fifteen
13 states were considering the creation of paid-family-leave
14 programs; and

15 WHEREAS, the task force proposed at that time an outline
16 of a New Mexico program that would provide employee
17 contributions to a fund and reimbursement from that fund of a
18 portion of an employee's salary when the employee takes up to
19 twelve weeks of unpaid leave from employment for a seriously
20 ill family member or for bonding with a newborn child, newly
21 adopted child or newly placed foster child;

22 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF
23 REPRESENTATIVES OF THE STATE OF NEW MEXICO that the parental
24 paid-leave working group be requested to continue to develop
25 recommendations for the establishment of a parental paid-leave

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1 and paid family- and medical-leave program to provide the data
2 necessary for establishing a parental paid-leave and paid
3 family- and medical-leave program for New Mexico; and

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

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

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

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

25 BE IT FURTHER RESOLVED that the parental paid-leave

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1 working group present its recommendations to the legislative
2 health and human services committee prior to December 31, 2018
3 for approval of the pilot program in the public sector that can
4 be voted upon during the first session of the fifty-fourth
5 legislature in 2019; and

6 BE IT FURTHER RESOLVED that copies of this memorial be
7 transmitted to:

- 8 A. the governor;
- 9 B. the secretary of children, youth and families;
- 10 C. the secretary of workforce solutions;
- 11 D. the secretary of taxation and revenue;
- 12 E. the state investment officer;
- 13 F. the president of the university of New Mexico;
- 14 G. the director of the bureau of business and
15 economic research at the university of New Mexico;
- 16 H. the legislative health and human services
17 committee staff;
- 18 I. the legislative finance committee staff; and
- 19 J. the executive directors of:
 - 20 (1) New Mexico voices for children;
 - 21 (2) New Mexico chambers of commerce;
 - 22 (3) the southwest women's law center;
 - 23 (4) the New Mexico pediatric society;
 - 24 (5) New Mexico women's agenda;
 - 25 (6) the New Mexico center on law and

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