

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: 1/24/2025 *Check all that apply:*
Bill Number: HB 11 Original Correction
 Amendment Substitute

Sponsor: <u>Christine Chandler, Mimi Stewart, Patricia Roybal Caballero</u>	Agency Name and Code Number: <u>New Mexico Highlands University 956</u>
Short Title: <u>Paid Family & Medical Leave Act</u>	Person Writing Phone: 505-454-3272 Email: <u>Stephanie Gonzales/RobertaOrtiz VPFA@nmhu.edu</u>

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
Total	94.6	198.6	205.5	501.7	recurring	GF

(Parenthesis () Indicate Expenditure Decreases)

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

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: The bill creates a paid family and medical leave fund within the Workforce Solutions Dept. to pay an eligible employee a percentage of the employee's salary while utilizing leave in new approved leave categories as established under this bill.

FISCAL IMPLICATIONS

As outlined in the proposal, the bill is expected to impose an estimated additional financial burden on employees exceeding \$500,000 over the course of three years. After this period, employees would be required to contribute 55% of the premium. This shift would further increase the financial responsibility for employees. Additionally, employees who do not utilize the leave would be required to contribute to a fund without receiving any corresponding benefits. The reduced eligibility threshold would allow employees who were previously ineligible to take leave, potentially impacting overall participation. There are also significant, though indeterminate, fiscal implications related to employee coverage, stemming from the increased utilization of leave by their colleagues.

SIGNIFICANT ISSUES

PERFORMANCE IMPLICATIONS

ADMINISTRATIVE IMPLICATIONS

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

TECHNICAL ISSUES

OTHER SUBSTANTIVE ISSUES

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

AMENDMENTS