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HOUSE MEMORIAL

52ND LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2015

INTRODUCED BY

DISCUSSION DRAFT

A MEMORIAL

REQUESTING THE UNIVERSITY OF NEW MEXICO'S BUREAU OF BUSINESS AND ECONOMIC RESEARCH TO CONVENE A PARENTAL PAID-LEAVE WORKING GROUP TO MAKE FINDINGS AND DEVELOP RECOMMENDATIONS FOR THE ESTABLISHMENT OF A PUBLICLY MANAGED PARENTING WORKERS' LEAVE FUND.

WHEREAS, the first months of life have a lifelong impact on the development of human beings; and

WHEREAS, an essential factor in healthy development of a baby's cognitive, social and emotional development is the amount of focused attention that the baby's caregiver provides in the first months of the baby's life; and

WHEREAS, increased parental attention during a child's first few months can reduce childhood illnesses and infant mortality, which in turn lowers the health and human service

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1 expenditures in the wider society; and

2 WHEREAS, experts advise that babies at risk for
3 developmental difficulties such as illness, birth defects, low
4 birth weight or premature birth are especially in need of
5 adequate time with their parents; and

6 WHEREAS, parents with well-nurtured children miss less
7 time from work to care for sick or disabled children; and

8 WHEREAS, for over a decade, the state of California has
9 implemented a parental-leave program that pays parents benefits
10 through the state's social disability insurance program; and

11 WHEREAS, the state of California has seen an increase in
12 low-wage job retention for workers who have made use of the
13 state's parental paid-leave program; and

14 WHEREAS, eighty-seven percent of businesses in California
15 have seen no increased costs as a result of that state's
16 parental paid-leave policy; and

17 WHEREAS, New Jersey employers report that businesses have
18 experienced no increase in administrative costs associated with
19 the state's parental paid-leave program; and

20 WHEREAS, the *Harvard Business Review* reports that most
21 companies with parental paid-leave policies experience stronger
22 employee loyalty and morale; and

23 WHEREAS, a state-sponsored parental paid-leave policy
24 allows smaller businesses to compete with larger businesses
25 that might otherwise attract the best employees with parental

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1 paid leave; and

2 WHEREAS, the state of New Mexico has a strong interest in
3 supporting strong, healthy families where young New Mexicans
4 may develop into peaceful, productive and law-abiding
5 residents;

6 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF
7 REPRESENTATIVES OF THE STATE OF NEW MEXICO that the university
8 of New Mexico's bureau of business and economic research be
9 requested to convene a parental paid-leave working group of
10 experts in child and family development, business, law and
11 public finance and administration, including:

- 12 A. the state investment council;
- 13 B. the children, youth and families department;
- 14 C. the workforce solutions department;
- 15 D. the taxation and revenue department;
- 16 E. New Mexico voices for children;
- 17 F. New Mexico chambers of commerce;
- 18 G. the southwest women's law center;
- 19 H. the New Mexico pediatric society;
- 20 I. New Mexico women's agenda;
- 21 J. the New Mexico center on law and poverty; and
- 22 K. collective action strategies, incorporated; and

23 BE IT FURTHER RESOLVED that the parental paid-leave
24 working group be requested to develop recommendations for the
25 establishment of a parental paid-leave program to provide paid

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1 leave to parents for childbirth and to care for newborn or
2 newly adopted children or for newly acquired foster children;
3 and

4 BE IT FURTHER RESOLVED that the parental paid-leave
5 working group be requested to make findings and develop
6 recommendations for the establishment of a publicly managed
7 parenting workers' leave fund to allow private and public
8 employees and employers to make contributions to the fund to
9 enable employees to earn up to eighty percent of their regular
10 pay for a period of up to twelve consecutive weeks; and

11 BE IT FURTHER RESOLVED that the parental paid-leave
12 working group develop recommendations as to choosing a state
13 agency to manage the parental paid-leave program and the
14 parenting workers' leave fund; and

15 BE IT FURTHER RESOLVED that the parental paid-leave
16 working group be requested to present its findings and
17 recommendations to the legislative health and human services
18 committee and the legislative finance committee by October 1,
19 2016; and

20 BE IT FURTHER RESOLVED that copies of this memorial be
21 transmitted to:

- 22 A. the governor;
- 23 B. the secretary of children, youth and families;
- 24 C. the secretary of workforce solutions;
- 25 D. the secretary of taxation and revenue;

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- 1 E. the state investment officer;
- 2 F. the president of the university of New Mexico;
- 3 G. the director of the bureau of business and
4 economic research at the university of New Mexico;
- 5 H. legislative health and human services committee
6 staff;
- 7 I. legislative finance committee staff; and
- 8 J. the executive directors of:
- 9 (1) New Mexico voices for children;
- 10 (2) New Mexico chambers of commerce;
- 11 (3) the southwest women's law center;
- 12 (4) the New Mexico pediatric society;
- 13 (5) New Mexico women's agenda;
- 14 (6) the New Mexico center on law and poverty;
- 15 and
- 16 (7) collective action strategies,
17 incorporated.