

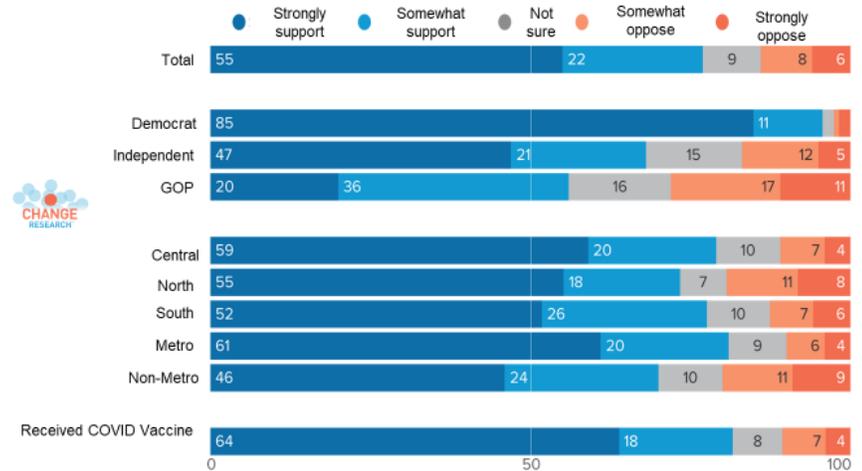
SW LC SM1 & HM3: Paid Family & Medical Leave Task Force

Progress toward necessary worker protections.

New Mexico needs Paid Family & Medical Leave.

- At some point, every New Mexico worker needs to take time away from work because of caregiving responsibilities or healthcare needs.
- The Paid Family & Medical Leave Act (PFMLA) creates a program, administered by New Mexico Department of Workforce Solutions (NMDWS), to provide up to 12 weeks of paid leave for employees to welcome a new child, care for a family member with a serious health concern, or manage their own serious medical condition.
- New Mexicans should not face the loss of their livelihood because they need to take time away from work due to a health condition or family caregiving responsibilities.

New Mexico voters strongly support creating a family and medical leave insurance program that would ensure up to 12 weeks of partially paid leave.



Recent polling finds that New Mexicans overwhelmingly (77%) support PFMLA.

Why convene a Paid Family & Medical Leave Task Force?

- While stakeholders agree that PFMLA would provide economic stability for New Mexico families and small businesses, additional research is needed to reach agreement on specifics of the enactment and implementation of PFMLA in New Mexico, including the estimated cost of initial implementation by NMDWS and anticipated annual revenue and expense modeling.
- House Memorial 3/Senate Memorial 1 (HM3/SM1) creates a Task Force, convened by NMDWS, to produce a report and recommendations to be presented to the Governor, Legislative Finance Committee, and Legislative Health and Human Services Committee by October 1, 2022.
- With representation from Chambers of Commerce, business owners, labor unions, and advocates, the Task Force will ensure that all perspectives are considered in the final development of a robust and comprehensive PFMLA bill, which will be considered by the NM state legislature in 2023.

Please help us pass HM3/SM1.

AAUW-NM	ACLU-NM	AARP-NM	NM Public Health Association	Girls Inc. of Santa Fe
National Multiple Sclerosis Society	NM Doula Association	Bold Futures	NM Voices for Children	Indigenous Women Rising
Santa Fe NOW	League of Women Voters NM	NMVC Action Fund	OLÉ	NM Breastfeeding Task Force
NM Religious Coalition for Reproductive Choice	Interfaith Worker Justice NM	NM Center on Law and Poverty	Planned Parenthood of the Rocky Mountains	SWOP's NM Con
		Southwest Women's Law Center	NM Women's Agenda	Mujerxs Gender Justice

For questions or comments, please contact the Southwest Women's Law Center at: 505.244.0502 or info@swwomenslaw.org



Paid Family & Medical Leave

Promote equity.

Protect workers.

Support small businesses.

Paid Family & Medical Leave protects workers.

Nine states and the District of Columbia have implemented PFML programs. Those state programs have demonstrated remarkable outcomes in reducing infant mortality, child abuse injuries, and nursing home usage, while improving parental physical and mental well-being. (2,3) People who take leave to address a serious health condition early in the disease are less likely to leave the workforce permanently due to disability. (4)

Paid Family & Medical Leave supports small businesses.

- Businesses that offer paid family and medical leave have a competitive advantage in recruiting and retaining top talent to their company. Large corporations are increasingly likely to offer private paid leave programs to attract and retain high-quality employees.
 - However, most of our home-grown businesses are too small to easily absorb the costs of offering paid family and medical leave programs.
- By committing to PFMLA, our state can take the burden off of small business owners, creating a safety net for them and their employees.
- Tech and media companies have been at the forefront of the paid leave revolution. Facebook, Netflix, and NBC Universal all offer generous paid leave benefits and are bringing those benefits to employees in their newly expanded operations in New Mexico.
- New Mexico is proud to offer entrepreneurs, start-ups, and small businesses an opportunity to innovate, experiment, and grow right here in the Land of Enchantment. PFMLA will support small business, improve recruitment and retention, and promote innovation to take business risks without fearing the loss of income if they or a loved one become unexpectedly ill.

PFMLA can be cost-effective when employers and employees pitch in.

What it costs.

	Annual salary	Yearly Contributions	
		Employee	Employer (per employee)
Minimum wage*	\$23,920	\$119.60	\$95.68
State avg. wage**	\$47,040	\$235.20	\$188.16

What it provides.

	Annual salary	Weekly wage	Replacement (%)	Weekly replacement
Minimum wage*	\$23,920	\$460	100%	\$460
State avg. wage**	\$47,040	\$905	67%	\$758
Max wage	\$60,000	\$1,154	67%	\$912

PFML programs are also effective in improving employee performance and engagement. (5) Studies show that employees who take paid leave are less likely to take sick leave when they return, more likely to be employed by the same business two years later, and more likely to report high morale and workplace satisfaction.

Sources:

1. Pew Research Center. <https://www.pewresearch.org/fact-tank/2019/12/16/u-s-lacks-mandated-paid-parental-leave>
2. Klevens J, Luo F, Xu L, Peterson C, Latzman NE. Paid family leave's effect on hospital admissions for pediatric abusive head trauma. *Inj Prev.* 2016 Dec;22(6):442-5.
3. Gassman-Pines A, Ananet EO. Paid Family Leave in North Carolina: A Cost Benefit Analysis. <https://duke.app.box.com/s/9wti16byhdyz6k99ri2yib3ttlprgl8>
4. National Partnership for Women and Families (2018). Paid family and medical leave: A racial justice issue and opportunity. <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-family-and-medical-leave-racial-justice-issue-and-opportunity.pdf>.
5. 2019 Paid Family and Medical Leave Storybook. Main Street Alliance. [://www.mainstreetalliance.org/2019_pfml_storybook1](https://www.mainstreetalliance.org/2019_pfml_storybook1).