



Paid Family & Medical Leave Act

Good for business.

Good for employees.

Good for New Mexico.

Paid Family & Medical Leave Act (PFMLA)

PFMLA would create a program, administered by the state of New Mexico, to provide up to 12 weeks of paid leave for employees to care for a new child, a family member with a serious health concern, or their own medical condition.

Good for Business.

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.

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.

By committing to PFMLA, our state can take the burden off of small business owners, creating a safety net for them and their employees.

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, grow the labor force, and promote innovation to take business risks without fearing the loss of income if they or a loved one becomes unexpectedly ill.

Good for Employees.

No one should have to choose between their job and caring for a new baby, a sick family member, or their own serious health condition. Yet, that is the situation many American workers find themselves in. The U.S. is the only wealthy nation that does not offer some form of paid family or medical leave.

Paid Family & Medical Leave ensures that families have the time they need to bond after welcoming a new child, time to recover from a serious health problem, and time for family caregivers to address the medical needs of their sick parents, children, or other family members.

Other states have already implemented their own 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.

PFML programs are also effective in improving employee performance and engagement. 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.

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

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At some point in our working years, most New Mexicans will need to take time away from work when we welcome a new child, face a serious health issue, or the illness of a close family member. We can each do a little to make a big difference, protecting ourselves and one another from economic disruption.

New Mexico is proud to be a family-friendly state. We love, protect, and care for our own families, our neighbors, our customers, and our employees. New Mexicans deserve to know that we will come together to ensure that no family will face economic uncertainty due to a health condition or family care-giving responsibilities.

By passing the Paid Family & Medical Leave Act, New Mexico can ensure economic security for ourselves, our employees, and our communities.

How it works.

The Department of Workforce Solutions will administer the Paid Family & Medical Leave (PFML) Fund, supported through employee and employer contributions. Employers with fewer than five employees will be exempted from paying the employer contribution, but their employees will contribute and have access to the program.

After contributing for at least six months and submitting an application to the Department, employees will receive a percentage of their average weekly wages for up to 12 weeks. Self-employed individuals can opt into the program.

Employees and self-employed individuals will receive leave compensation payments directly from the PFML Fund. During an employee's leave period, employers will benefit from wage savings, which may be used to pay overtime wages for current employees, hire a temporary replacement, or to invest in other ways.

What it costs.

	Annual salary	Yearly Contributions	
		Employee	Employer >5 (per employee)
Minimum wage*	\$24,960	\$124.80	\$99.84
State avg. wage**	\$51,860	\$259.30	\$207.44

What it provides.

	Annual salary	Weekly wage	Replacement (%)	Weekly replacement
Minimum wage*	\$24,960	\$480	100%	\$480
Max wage**	\$51,860	\$997	67%	\$827

**State minimum wage beginning January 1, 2023

**State Ave. Wage based on Bureau of Labor Statistics Occupational Employment Survey Annual Mean May 2021

Want to get involved? Have questions?

Contact Southwest Women's Law Center

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Sources:

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