



Paid Family & Medical Leave protects working families.

Join the campaign to bring paid family and medical leave protections to New Mexico workers.

What is the Paid Family & Medical Leave Act (PFMLA)?

The Paid Family & Medical Leave Act (PFMLA) would establish the Paid Family & Medical Leave (PFML) Fund, administered by the New Mexico Department of Workforce Solutions (NMDWS). The Fund would be paid for through employee and employer contributions. Individuals who need to take a longer period of time away from work to manage certain kinds of medical and family issues would apply to NMDWS to receive a percentage of their salary, ensuring that no New Mexican has to choose between their health, their family, and their income.

Who does it help?

After paying into the fund for at least six of the previous twelve months, PFML will be available for workers who need to take up to twelve weeks away from work due to specific life events, including:

- Welcoming a new child
- Managing a serious health condition (things like surgery, cancer, or major injuries)
- Caring for a family member with a serious health condition
- Bereavement following the loss of a child
- Experiencing domestic violence, sexual assault, or stalking

All workers who contribute to the fund and experience one of those life events will be eligible to apply for leave compensation. This includes:

- Part-time and seasonal workers
- Small business employees
- Agricultural and domestic workers
- Public employees
- Remote workers employed by out-of-state employers
- Self-employed and contracted employees who opt in to the program

It also helps employers! While away on leave, a worker will receive funds from NMDWS, so the employer can use the savings to pay overtime, hire a temporary replacement, or reinvest in their business. When workers can take time away to manage family and health challenges, they return to work feeling healthy, focused, and ready to be a productive member of the team.

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

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Join the campaign to bring Paid Family & Medical Leave to New Mexico.

What does it cost?

For every \$1000 earned, a worker will pay \$5 into the PFML Fund. For a full-time minimum wage employee, that will be about \$2.30 per week. Employers with more than five employees would add \$4 to the Fund. Employers with fewer than five employees will not be required to pay into the fund.

	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 does it provide?

While a worker is on PFML leave, they receive compensation from NMDWS. Minimum wage earners will receive 100% of their usual wages. For those who earn above minimum wage, they would receive 100% of their usual wages up to minimum wage and 67% of their wages above minimum wage, up to a maximum of \$912 per week.

	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

PFMLA would protect NM workers! How can I get involved?

Join the campaign! The Paid Family and Medical Leave Coalition needs your help to make sure lawmakers understand the importance of passing PFMLA in the 2023 legislative session.

Here are steps you can take today:

- Scan the QR code to visit the PFML Coalition webpage. There, you can learn more, sign up to join the campaign, share your personal story about the need for paid leave, and catch up on the most up-to-date news about the effort to pass PFMLA.
- Contact your state legislators. Express your support and share your story directly.
- Keep up with the campaign by following Southwest Women's Law Center on social media. Action alerts, news stories, and important updates will be posted regularly throughout the legislative session.



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