

FAST FACTS ABOUT PAID FAMILY & MEDICAL LEAVE (PFML)

1

The PFML program would pay employees up to twelve weeks of partial wage replacement for workers who have paid into the fund for at least six of the last 12 months and who are: welcoming a new child through birth or adoption, managing a serious medical condition, caring for a family member with a serious medical condition, grieving the loss of a child, recovering from domestic or sexual violence, or who need leave due a military family member's deployment.

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The United States is one of only 6 countries – and the only wealthy country – with no national paid leave policy.

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Thirteen states and the District of Columbia have implemented PFML programs with positive outcomes.

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PFML is affordable. The cost for employers is about \$4 for every \$1,000 of wages, and \$5 for employees for every \$1,000 of wages. Employers with less than five employees are exempt from paying the employer contribution.

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PFML supports the health of New Mexico families by: improving parental physical and mental well-being, increasing breast-feeding rates, reducing infant mortality and child abuse injuries, and reducing infant hospital admissions. PFML also encourages people to seek preventative care & attend medical appointments, which can lead to early detection and improved treatment of health issues.

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PFML bolsters small businesses by helping them compete with larger ones in recruiting and retaining employees with top credentials. Offering paid leave can also lower absenteeism and boost morale, productivity, and performance.

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PFML further equity and justice by ensuring that all of us – no matter what we look like, where we come from, or what kind of families we live in – can care for our loved ones without sacrificing economic security.

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PFML strengthens the economy and overall labor force participation by encouraging people – especially women – to remain in the workforce, rather than quitting their jobs to tend to family members or their own health.

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PFML is especially beneficial for rural residents who often have to travel long distances to access medical care due to shortages in providers and specialists.

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There's a strong mandate to pass PFML. 77% of New Mexico voters and 85% of small businesses support the creation of a paid family and medical leave program.



NEW MEXICO
PAID FAMILY &
MEDICAL LEAVE
COALITION