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**CITY OF SANTA FE, NEW MEXICO**

**RESOLUTION NO. 2021-11**

**INTRODUCED BY:**

Councilor Jamie Cassutt-Sanchez	Councilor Renee Villarreal
Councilor Roman “Tiger” Abeyta	Councilor Chris Rivera
Mayor Alan Webber	Councilor Michael Garcia

**A RESOLUTION**

**SUPPORTING A PAID SICK LEAVE ACT THAT ALLOWS EMPLOYEES TO ACCRUE AND USE PAID SICK LEAVE.**

**WHEREAS**, according to a 2016 study conducted by New Mexico Voices for Children, New Mexico has the highest percentage of workers without paid sick leave to care for themselves or their family of any state in the nation; and

**WHEREAS**, according to a 2016 County Business Patterns report from the U.S. Census Bureau, twenty-two percent of New Mexico’s residents are low income and may be less willing to take unpaid leave, even when sick; and

**WHEREAS**, most of Santa Fe’s businesses are characterized as small businesses with around seventy-nine percent operating with 10 people or fewer, according to the 2016 County Business Patterns report; and

**WHEREAS**, the same report found that over ninety-eight percent of small business have under 100 employees but, due to perceived expense, small businesses are less likely to provide employees with sick leave; and

1           **WHEREAS**, according to the 2010 U.S. Census, nearly one third of jobs in the Santa Fe  
2 area are in the retail, hospitality, and food industries, which are even less likely to provide sick  
3 leave, according to New Mexico Voices for Children; and

4           **WHEREAS**, a 2019 study released by New Mexico Voices for Children to study the  
5 impact of mandated sick leave on small businesses, found that the administrative cost of providing  
6 56 hours of annual sick leave for all employees would vary based on the size of the business and  
7 the wages of the employees; and

8           **WHEREAS**, for employers with five low-wage (\$8.95/hour) employees, the cost would  
9 be \$2,500 annually; and

10          **WHEREAS**, for employers with 20 employees earning \$11.50/hour, the cost would be  
11 \$12,800 annually; and

12          **WHEREAS**, for employers with 100 employees earning \$15.00/hour, the cost would be  
13 \$84,000 annually; and

14          **WHEREAS**, the costs associated with providing 56 hours of paid sick leave to employees  
15 are not insurmountable, and in the long run would benefit the employer in the form of workforce  
16 stability, increased productivity, illness prevention, and lower health care costs; and

17          **WHEREAS**, according to a 2020 study conducted by Project Hope, during the COVID-  
18 19 pandemic, two weeks of sick leave can lead to decreases in employee positivity rates and time  
19 absent from work; and

20          **WHEREAS**, several bills introduced in the Legislature would require employers to offer,  
21 and allow employees to accrue and use, paid sick leave for the employees' own illness or injury,  
22 the care of ill family members, the closure of the employees' place of employment due to a public  
23 health emergency, or for services related to domestic abuse, sexual assault, or stalking.

24          **NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE**  
25 **CITY OF SANTA FE** that it urges the New Mexico Legislature to adopt a paid sick leave act that

1 would require employers to offer and allow employees to accrue and use paid sick leave.

2 **BE IT FURTHER RESOLVED** that the Clerk's office transmit a copy of this Resolution  
3 to the Santa Fe Legislative Delegation, the leadership of the House and Senate, the Governor of  
4 New Mexico, and the City's lobbyist.

5 PASSED, APPROVED, and ADOPTED this 10<sup>th</sup> day of February, 2021.

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9 ALAN WEBBER, MAYOR

10 ATTEST:

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12 Kristine Mihelcic (Feb 15, 2021 23:33 MST)

13 KRISTINE MIHELICIC, CITY CLERK

14 APPROVED AS TO FORM:

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17 ERIN K. McSHERRY, CITY ATTORNEY

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25 *Legislation/2021/Resolutions/2021-12 Paid Sick Leave Support*