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**CITY OF SANTA FE, NEW MEXICO**

**RESOLUTION NO. 2022-10**

**INTRODUCED BY:**

Councilor Jamie Cassutt

Councilwoman Renee Villarreal

**A RESOLUTION**

**SUPPORTING HOUSE MEMORIAL 3 THAT REQUESTS THE WORKFORCE SOLUTIONS DEPARTMENT CONVENE A TASK FORCE TO RECOMMEND LEGISLATION FOR PAID FAMILY AND MEDICAL LEAVE.**

**WHEREAS**, paid family and medical leave programs have been enacted in nine states (California, Colorado, Connecticut, Massachusetts, New Jersey, New York, Oregon, Rhode Island, and Washington) and the District of Columbia; and

**WHEREAS**, the Urban Institute reports<sup>1</sup> that states with established paid family and medical leave programs in 2020 were better able to withstand the impacts of the economic downturn related to the COVID-19 pandemic and experienced lesser burdens on their unemployment insurance programs; and

**WHEREAS**, paid family and medical leave programs are associated with improved outcomes in the earliest years of life, including higher rates of breastfeeding and immunization and

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<sup>1</sup> Chantel Boyens, "State Paid Family and Medical Leave Programs Helped a Surge of Workers Affected by the COVID-19 Pandemic," *Urban Institute*, June 2020, [https://www.urban.org/sites/default/files/publication/102325/state-paid-family-and-medical-leave-programs-helped-a-surge-of-workers-affected-by-the-covid-19-pandemic\\_0.pdf](https://www.urban.org/sites/default/files/publication/102325/state-paid-family-and-medical-leave-programs-helped-a-surge-of-workers-affected-by-the-covid-19-pandemic_0.pdf)

1 lower rates of child abuse, domestic violence, and financial instability; and

2       **WHEREAS**, the number of workers providing unpaid care for elder family members is  
3 increasing as the population of the United States over the age of 65 grows; and

4       **WHEREAS**, many working New Mexicans who experience serious medical conditions  
5 currently have limited access to paid or unpaid leave through their employers and often delay  
6 medical treatment until an emergency arises; and

7       **WHEREAS**, in 2021, the New Mexico legislature passed the Healthy Workplaces Act,  
8 which requires that employers provide at least one hour of sick leave to an employee for every  
9 thirty hours worked; and

10       **WHEREAS**, while a step in the right direction, the Healthy Workplaces Act is not  
11 comparable to the federal Family and Medical Leave Act of 1993 or the family medical leave  
12 programs in other states; and

13       **WHEREAS**, House Memorial 3 reports that women-led households and communities of  
14 color face the greatest burden of caregiving for children and elders; and

15       **WHEREAS**, Bureau of Labor Statistics show the COVID-19 pandemic has forced  
16 millions of women in the country, especially mothers, out of the workforce due to increasing family  
17 caregiving responsibilities; and

18       **WHEREAS**, New Mexico businesses are facing a worker shortage, and paid family and  
19 medical leave is associated with improved employee recruitment, retention, and morale<sup>2</sup>; and

20       **WHEREAS**, according to a 2013 Department of Workforce Solutions report, 96% of New  
21 Mexico businesses have fewer than fifty employees and are not required to provide unpaid leave  
22 through the federal Family and Medical Leave Act of 1993; and

23       **WHEREAS**, the costs of hiring and training new employees are a significant burden for

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<sup>2</sup> “Paid Family and Medical Leave: Good for Business,” National Partnership for Women & Families, September 2018,  
<https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-good-for-business.pdf>

1 employers; and

2           **WHEREAS**, most small businesses in New Mexico cannot afford to consistently provide  
3 employer-based paid leave benefits to their employees; and

4           **WHEREAS**, a state-administered paid family and medical leave trust fund is significantly  
5 less expensive for employers than a privately funded paid leave program; and

6           **WHEREAS**, the COVID-19 pandemic has demonstrated that paid leave is critical to  
7 protecting public health and promoting economic stability and resilience.

8           **NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE**  
9 **CITY OF SANTA FE** that the Governing Body supports House Memorial 3 and the efforts of  
10 Representative Serrato and Representative Chandler to establish paid family and medical leave for  
11 New Mexico workers.

12           **BE IT FURTHER RESOLVED** that a copy of this Resolution be transmitted to Governor  
13 Michelle Lujan Grisham, the House and Senate leadership, Representative Serrato, Representative  
14 Chandler, and the rest of the Santa Fe Legislative Delegation.

15           PASSED, APPROVED, and ADOPTED this 9<sup>th</sup> day of February, 2022.

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19 ALAN WEBBER, MAYOR

20 ATTEST:

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23 KRISTINE MIHELIC, CITY CLERK

1 APPROVED AS TO FORM:

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4 ERIN K. McSHERRY, CITY ATTORNEY

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25 *Legislation/2022/Resolutions/2022-10 Paid Family and Medical Leave Support*