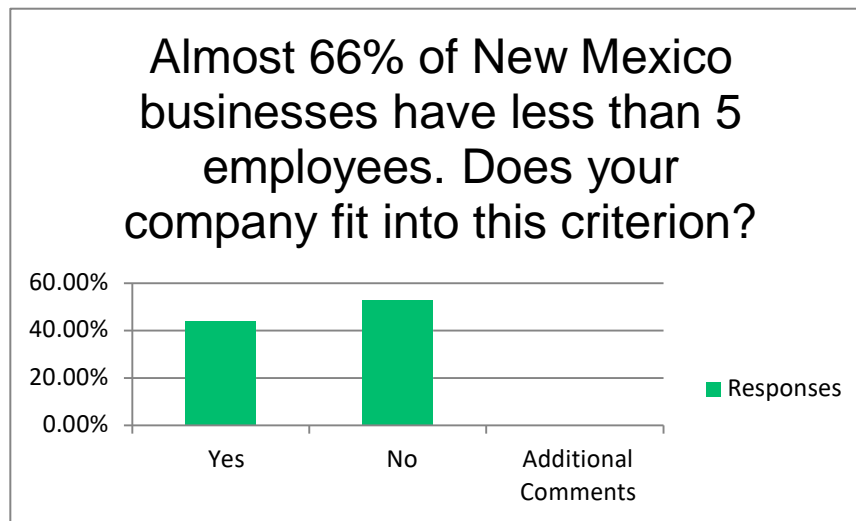


## **New Mexico Paid Family Medical Leave Act (PFMLA) Survey**

**1. Almost 66% of New Mexico businesses have less than 5 employees. Does your company fit into this criterion?**

Answer Choices	Responses	
Yes	44.00%	35
No	53.00%	42
Additional Comments		2
Answered		79
Skipped		0



**2. The federal FMLA guarantees the employee will have the same or an equivalent job after their return to work. It does not require the employee to be paid while they are taking leave. Employees can use accumulated paid sick leave or vacation for pay while they are out. Do you support or oppose New Mexico's proposal for mandated PFMLA that allows the employee to be paid from a state-administered Trust Fund, funded by quarterly employee and employer contributions?**

Answer Choices	Responses	
Support	2.50%	2
Oppose	94.00%	74
Additional Comments		10
Answered		79

**3. The federal FMLA applies to businesses with 50 or more employees. If New Mexico proceeds with a PFMLA, should employer contributions be waived based on the number of employees or apply to all businesses?**

Answer Choices	Responses	
It should apply equally to all businesses.	10.00%	8
It should be waived for companies with less than 5 employees	3.70%	3
It should be waived for companies with less than 10 employees	33.00%	26
Other	53.00%	42
<b>Answered</b>		<b>79</b>
<b>Skipped</b>		<b>0</b>

**4. The proposed legislation provides for an assessment of: a. From the employee: one-half percent of the employee's earnings; and b. From the employer: four-tenths percent of each participating employee's earnings. Does this sound fair and equitable to adequately fund the PFMLA?**

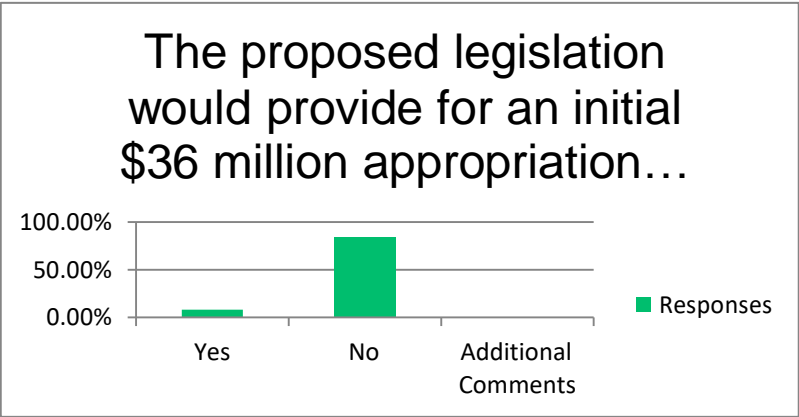
Answer Choices	Responses	
Yes	6.30%	5
No	87.00%	69
Additional Comments		6
<b>Answered</b>		<b>79</b>
<b>Skipped</b>		<b>0</b>

**5. The proposed legislation allows up to 12 weeks of paid leave for eligible employees. How would this impact your business if one or more of your employees were out for 12 weeks at one time:**

Answer Choices	Responses	
I would hire a temp employee	1.00%	1
The training/certifications (CDC license, security clearances, etc) needed by my employees is not conducive to hiring temp employees so my level of service to customers will decline and ultimately hurt my business.	43.00%	34
My other employees would have to pick up the workload for the duration of the absence.	52.00%	41
Having one or more employees out on leave for up to 12 weeks at a time will not impact my business or the services we provide.	0.00%	0
Other	35.00%	28
<b>Answered</b>		<b>79</b>
<b>Skipped</b>		<b>0</b>

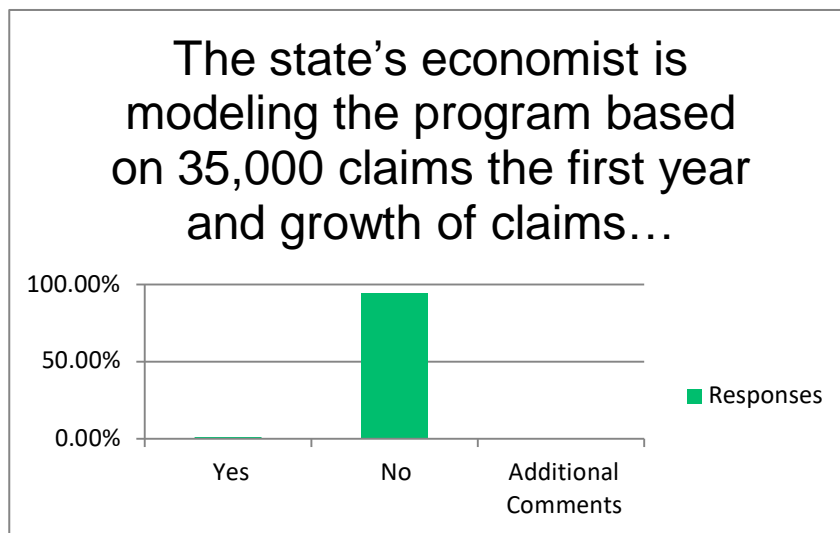
6. The proposed legislation would provide for an initial \$36 million appropriation from state tax revenue, assessments against employees and employers to begin July 1, 2025 and benefits to begin July 1, 2026. Without knowledge of how many claims will occur in any given year, do you agree a state appropriation (using taxpayer revenue) should be made to assure adequate funding of the program?

Answer Choices	Responses	
Yes	8.00%	6
No	84.00%	66
Additional Comments		7
Answered		79
Skipped		0



7. The state’s economist is modeling the program based on 35,000 claims the first year and growth of claims thereafter. If the fund were to dip to a pre-determined low level or become insolvent, would you agree that employers should make up the difference by paying a higher rate until the fund reaches adequate levels?

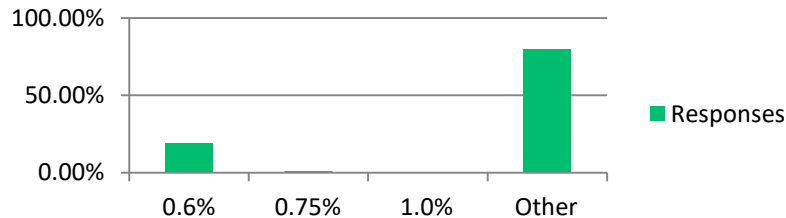
Answer Choices	Responses	
Yes	1.00%	1
No	94.00%	74
Additional Comments		4
<b>Answered</b>		<b>79</b>
<b>Skipped</b>		<b>0</b>



**8. If employers are going to see a rate increase to assure adequate funding what is the total amount you would be willing to pay:**

Answer Choices	Responses	
0.6%	19.00%	15
0.75%	1.00%	1
1.0%	0.00%	0
Other	80.00%	63
<b>Answered</b>		<b>79</b>
<b>Skipped</b>		<b>0</b>

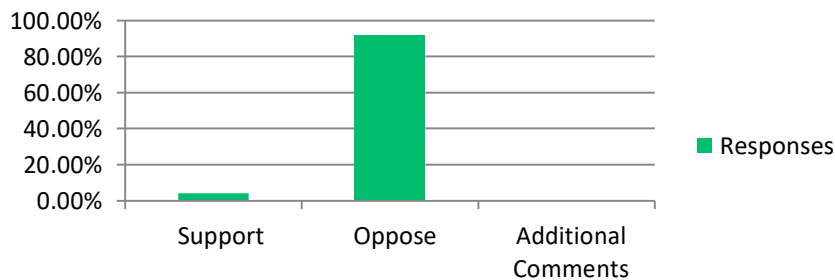
If employers are going to see a rate increase to assure adequate funding, what is the total amount you would be...



**9. Would you support or oppose a state mandated Paid Family Medical Leave Act (PFMLA), if there were changes made to the draft legislation currently being considered?**

Answer Choices	Responses	
Support	4.00%	3
Oppose	92.00%	73
Additional Comments		3
<b>Answered</b>		<b>23</b>
<b>Skipped</b>		<b>0</b>

Would you support or oppose a state mandated Paid Family Medical Leave Act (PFMLA), if there were changes made to...



**10. If you would support a Paid Family Medical Leave Act with changes made to the current proposal, what changes would you suggest:**

**Answered 22**

**Skipped 57**

**11. Do you have any comments or suggestions not addressed above that you would like to share with the task force?**

**Answered 25**

**Skipped 54**