**Issues with the Committee Sub for HB11 as it stands:**

* As the committee substitute for HB11 moved through the legislative process, our coalition had hoped to see lawmakers address key concerns and strengthen the bill to better serve New Mexico families. Specifically, we advocated in the last committee hearing to increase paid medical, military, and safe leave from 6 weeks to 9 weeks, to be closer in line with the original version of the bill. Unfortunately, these vital changes have not been incorporated.
* The committee substitute not only moved away from providing adequate medical, military, and safe leave, they also removed the contribution-based model. These changes fall short of what New Mexico families need and deserve. Topline concerns:
  + Six weeks of paid medical leave is insufficient, especially for individuals recovering from serious illnesses and surgeries. It also sends the message that people who are not parents are less deserving of dignity, health, and financial security.
  + The Welcome Child Fund does not provide a living wage for families at 3,000 a month to be split between parents for three months, which will make it hard for many parents to actually take the time off to bond with a new child.
  + The lack of a clear funding source also puts the longevity of the fund in jeopardy, especially as federal cuts loom.
  + Finally, we have concerns that asking parents to split the money could be dangerous for parents who are not on good terms.
* The contribution model in the original version of HB11 was the best way to ensure the long-term solvency of the paid family and medical leave fund and to ensure that the program remains viable for years to come. It’s also the best way to ensure that parents, especially lower income families that already face systemic inequities, can actually take time off to bond with a new child.
* Given the lack of meaningful updates to the bill, our coalition cannot fully support HB 11 as it stands now, as it undermines the program’s sustainability and fails to meet the needs of workers and families.
* New Mexico deserves a paid family and medical leave program that is inclusive, equitable, and built to last.
* Our coalition remains committed to working with lawmakers to address these concerns and to advance a stronger version of the bill. We believe that with the right adjustments, we can create a program that truly serves the people of New Mexico. New Mexico families deserve nothing less.