

## HB6 General Talking Points

- In reality, HB6 is a \$460 million tax on working New Mexicans.
- Last year's Fiscal Impact Report (FIR) warned legislators that this bill is not ready for passing. We do not yet have an FIR for HB6. No decision should be made until the FIR has been analyzed.
- With inflation increasing prices, New Mexicans must keep every dollar they make. Raising this new tax, at this time, on the backs of our employees shows the lack of understanding that our elected officials have for the working people in New Mexico!
- New Mexicans have difficulty paying for groceries, with higher inflation rates than we have seen in decades. Raising money for this new tax, at this time, on the backs of the workers shows the lack of understanding that our elected officials have for the working class!
- Many businesses are still reeling from and attempting to comply with the Sick Leave mandate already in place. Now, the legislature is considering putting another burden on them and, this time, their employees.
- Increasing taxes on businesses will make New Mexico less competitive compared with neighboring states.
- "The reporting and administrative requirements outlined in this bill may present excess burdens on business owners, especially smaller businesses and those without a full human resources department or staff."
- HB6 raises taxes on workers and employers alike.
- This New Tax on workers and employers will harm every industry, from medicine to mechanics.
- New Mexico already has 3rd lowest labor participation In the United States and it's even worse in rural areas like Gallop. Small businesses may not be able to find workers to temporarily replace those on paid leave.

- Paid leave is projected to face a structural deficit of \$330 million per year. Last year's bill sponsors said it was not sustainable.
- Businesses and manufacturers are already threatening to move to Texas and Arizona if HB6 passes, causing more financial hardship for the people of New Mexico.
- Other States, like Washington, have had to raise the tax every year since their adaptation of Paid Family Medical Leave
- HB6 disproportionately and very negatively affects the rural communities where replacements are hard to find.
- Healthcare providers are already struggling to retain employees. HB6 will directly hurt the elderly, frail, and the vulnerable. The Healthcare Industry is already facing historic labor shortages. An increased tax burden makes it even harder to recruit and retain employees

### **HB6 Aggressive Talking Points**

- The actions of this legislature have directly caused more than 30% of New Mexico's primary care doctors to leave our state since 2017. Now you're considering legislation that makes it even harder to retain healthcare workers and caregivers. If HB6 passes, my organization, along with many others, will be forced to notify each and every one of your constituents about who is to blame for their rapidly decreasing quality of care. Say "NO" to this poison pill. Say "NO" to HB6.
- According to CNBC, New Mexico is the 8th worst state to do business. Businesses are closing down left and right all across the state. In addition, we are seeing record-low participation in the workforce and record-high inflation. HB6 is likely to be the final nail in the coffin for countless New Mexican businesses. If HB6 passes this committee, we will be forced to let our members and every single one of your constituents know exactly who is responsible for destroying their communities. Say "NO" to HB6.
- I want to point out to each member of this committee that today is a historic day. The proposal that is HB6 is so reckless and so potentially devastating to New

Mexicans that it has unified organizations that otherwise don't overlap much. The following organizations stand in opposition to HB6: The New Mexico Restaraunt Association, the New Mexico Chamber of Commerce, the New Mexico Association for Home & Hospice Care, the Dairy Farmers of America, the Sante Fe Chamber of Commerce, the New Mexico Cattle Growers Association, the Gallup Chamber of Commerce, the New Mexico Hospitality Association, the Associated Builders and Contractors New Mexico, NAIOP New Mexico, and over a dozen other organizations.

HB6 is full of holes and is not sustainable. Say "NO" to HB6, and consider HB11, which is modeled after the successful and sustainable Connecticut model.