

2021 Regular Session

HOUSE RESOLUTION NO. 118

BY REPRESENTATIVE CARPENTER

LABOR: Creates a task force to study implementing a paid family and medical leave program in the state

1 A RESOLUTION

2 To create a task force to study and make recommendations for implementing a state-  
3 mandated paid family and medical leave program for the benefit of Louisiana  
4 workers.

5 WHEREAS, the United States is the only industrialized nation in the world that does  
6 not mandate access to paid family and medical leave benefits; and

7 WHEREAS, during the coronavirus pandemic, the Families First Coronavirus  
8 Response Act was signed into law, and it required certain employers to expand family and  
9 medical leave for specific reasons related to COVID-19; however, those provisions of the  
10 Act expired December 31, 2020; and

11 WHEREAS, on March 11, 2021, the American Rescue Plan Act was signed into law  
12 and extended and expanded some provisions, including provisions referring to emergency  
13 paid family leave, of the Family First Coronavirus Response Act from April 1, 2021, through  
14 September 30, 2021; and

15 WHEREAS, there is currently federal law that addresses unpaid leave, which is  
16 known as the Family and Medical Leave Act (FMLA), and it requires a business with at least  
17 fifty employees to provide unpaid leave; and

18 WHEREAS, a comprehensive paid family and medical leave program would  
19 guarantee leave for Louisiana workers, who may need to take temporary and necessary  
20 leave, to care for an ill family member, newborn, or newly adopted or fostered child, to

1 recover from a serious illness or temporary disability, such as pregnancy, or to address needs  
2 arising from a family member's military service deployment; and

3 WHEREAS, the lack of paid family and medical leave presents a challenge for  
4 Louisiana workers who, in some cases, have to continue working, while they are personally  
5 or seriously ill, so they do not risk losing their income; and

6 WHEREAS, another challenge Louisiana workers might face is that, in some cases,  
7 they may not be able to take care of family members who are seriously ill or take care of  
8 children because they do not have access to paid family and medical leave and cannot afford  
9 to not work and attend to their loved ones; and

10 WHEREAS, Louisiana's infant mortality rate is eight and seven tenths percent per  
11 one thousand live births, which is the second highest in the nation, and Louisiana's maternal  
12 mortality rate is fifty-eight and one tenth percent per one hundred thousand deaths, which  
13 is the highest in the nation; and

14 WHEREAS, one huge benefit of paid family and medical leave contended by  
15 proponents is that paid family and medical leave may decrease incidents of low birthweight  
16 and preterm births, reduce infant mortality rates, reduce rates of hospitalization among  
17 infants, reduce maternal mortality rates, and improve maternal health; and

18 WHEREAS, a paid family and medical leave program would not only benefit  
19 Louisiana workers and their families but also Louisiana employers because Louisiana  
20 employers can also participate in the paid family and medical leave program and utilize  
21 family and medical leave when necessary to take care of themselves and their own family  
22 members; and

23 WHEREAS, paid family and medical leave is not only beneficial healthwise, but  
24 could also provide an economic incentive, such as increasing labor force participation and  
25 employee productivity and increasing employee retention; and

26 WHEREAS, Louisiana prides itself on being a family-first state and implementing  
27 a paid family and medical leave program could provide both a favorable economical impact  
28 to the state and health and financial security for Louisiana workers and their families.

29 THEREFORE, BE IT RESOLVED that the House of Representatives of the  
30 Legislature of Louisiana does hereby establish the Paid Family and Medical Leave Task

1 Force to study and make recommendations for implementing a state-mandated paid family  
2 and medical leave program for the benefit of Louisiana workers.

3 BE IT FURTHER RESOLVED that the membership of the task force shall be as  
4 follows:

- 5 (1) The secretary of the Louisiana Workforce Commission or his designee.
- 6 (2) One representative from the Agenda for Children.
- 7 (3) One representative from the Louisiana Budget Project.
- 8 (4) One representative from the Power Coalition for Equity and Justice.
- 9 (5) One representative from the Louisiana Association of Business and Industry.
- 10 (6) One representative from the National Federal of Independent Business.
- 11 (7) One representative from the New Orleans Maternal and Child Health  
12 Coalition.
- 13 (8) One representative from the Council for a Better Louisiana.
- 14 (9) One representative from Lift Louisiana.
- 15 (10) One representative from the Louisiana Developmental Disabilities Council.
- 16 (11) One representative from the Louisiana AFL-CIO.
- 17 (12) One representative from the Louisiana Women Lead.
- 18 (13) One representative from the Louisiana Coalition Against Domestic Violence.

19 BE IT FURTHER RESOLVED that the Louisiana Workforce Commission shall  
20 provide staff support as needed by the task force.

21 BE IT FURTHER RESOLVED that at the first meeting, the members of the task  
22 force shall elect a chairperson, who shall preside over the task force.

23 BE IT FURTHER RESOLVED that members of the task force shall serve without  
24 compensation.

25 BE IT FURTHER RESOLVED that the task force shall convene its first meeting by  
26 September 1, 2021, and shall meet as frequently as it deems necessary for the timely  
27 performance of its duties.

28 BE IT FURTHER RESOLVED that the task force shall submit a written report of  
29 its findings and recommendations to the House of Representatives of the Legislature of  
30 Louisiana not later than thirty days prior to the convening of the 2022 Regular Session.

1 BE IT FURTHER RESOLVED that the task force shall study and make  
2 recommendations on matters that include but are not limited to the following:

3 (1) Any and all benefits that Louisiana workers could receive if Louisiana  
4 implemented a state-mandated paid family and medical leave program.

5 (2) The advantages and disadvantages of implementing a state-mandated paid  
6 family and medical leave program.

7 (3) The mechanisms or measures to provide family and medical leave to self-  
8 employed workers and gig workers.

9 (4) Who would fund the state-mandated paid family and medical leave program  
10 and how would the program be funded?

11 (5) What other states, preferably neighboring states, if any, have enacted a state-  
12 mandated paid family and medical leave program?

13 (6) If implemented, how can Louisiana structure its own state-mandated paid  
14 family and medical leave program?

15 BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the  
16 secretary of the Louisiana Workforce Commission, the chief executive officer of the Agenda  
17 for Children, the executive director of the Louisiana Budget Project, the chief executive  
18 officer of the Power Coalition for Equity and Justice, the president of the Louisiana  
19 Association of Business and Industry, the Louisiana state director of the National Federation  
20 of Independent Business, the coordinator of the New Orleans Maternal and Child Health  
21 Coalition, the president of the Council for a Better Louisiana, the executive director of Lift  
22 Louisiana, the chairperson of the Louisiana Developmental Disabilities Council, the  
23 president of the Louisiana AFL-CIO, the executive director of the Louisiana Women Lead,  
24 and the executive director the Louisiana Coalition Against Domestic Violence.

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#### DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

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HR 118 Original

2021 Regular Session

Carpenter

Creates the Family and Medical Leave Task Force to study and make recommendations for implementing a mandated paid family and medical leave program for the benefit of Louisiana workers.