



**UNM Staff Council 2019 Resolution #2**

**Name: Parental Leave**

**Authors: Staff Council**

**Adopted by Staff Council on: February 26, 2019**

1. WHEREAS the University of New Mexico strives to find opportunities to recruit and retain top notch employees, support working families, and increase morale and productivity among staff; and
2. WHEREAS historical data shows that employees who take parental leave are more likely to return to the same employer, meaning a policy could help UNM avoid some of the expenses associated with personnel turnover; and
3. WHEREAS staff at the University of New Mexico must currently take their sick and/or annual leave to bond with their newborn or adopted child; and
4. WHEREAS UNM Staff must build up their sick and annual leave balances to take time to be with the newborn or newly adopted child, which may cause staff to work while they are sick due to inadequate leave or to retain leave balances: and
5. WHEREAS the City of Albuquerque just adopted a parental leave policy, where new parents may receive up to 12 weeks of paid parental leave; and
6. WHEREAS the University of New Mexico supports faculty in balancing their academic and personal lives by providing one semester of paid parental leave and the Health Sciences Center provides faculty with eight weeks of paid parental leave; and
7. WHEREAS the University of New Mexico should provide opportunities for health and wellness of new families, and encourage bonding time between the child and parent; and
8. WHEREAS there are a number of universities that have recently added a paid parental leave policy, that allows from 2 to 6 weeks of paid parental leave for their employees; and
9. THEREFORE BE IT RESOLVED that the UNM Staff Council requests the implementation of a policy that allows 6 weeks of paid parental leave, separate from sick leave and annual leave balances, to staff that are the parents of a newborn or adopted child.
10. Copies of this Resolution shall be sent to the Board of Regents; Garnett Stokes, President of UNM; Craig White, Interim Senior Vice President of Finance and Administration; Dorothy Anderson, Vice President for Human Resources; Dr. Paul Roth, Chancellor for Health Sciences and Rich Wood, Interim Provost of UNM.