

<b>LFC Requester:</b>	<b>Gaussoin</b>
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**AGENCY BILL ANALYSIS  
2023 REGULAR SESSION**

**SECTION I: GENERAL INFORMATION**

*Check all that apply:*

**Original**     **Amendment**      
**Correction**     **Substitute**   

**Date Prepared:** 02/20/23  
**Bill No:** HB300

**Sponsor:** Garratt, Chandler, Roybal  
Caballero  
**Short Title:** PUBLIC EMPLOYEE  
TELEWORK

**Agency Name and Code Number:** Agency Name  
PED - 924  
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**SECTION II: FISCAL IMPACT**

**APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY23	FY24		
None	None	N/A	NFA

(Parenthesis ( ) Indicate Expenditure Decreases)

**REVENUE (dollars in thousands)**

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Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY23	FY24	FY25		
None	None	None	N/A	NFA

(Parenthesis ( ) Indicate Expenditure Decreases)

**ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)**

	FY23	FY24	FY25	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
<b>Total</b>	None	None	None	None	N/A	NFA

(Parenthesis ( ) Indicate Expenditure Decreases)

Duplicates/Relates to Appropriation in the General Appropriation Act

**SECTION III: NARRATIVE**

**BILL SUMMARY**

**Synopsis:** House Bill 300 (HB300) creates a public employee mandate for telework, provided that specific work tasks do not require an employee's presence in a specific worksite. The bill would direct the State Personnel Board (SPB) to provide by rule for a plan for telework under which an employee would perform their duties from an approved worksite other than the

employee's assigned position location during any part of regular paid work hours, including from an employee's residence.

The bill includes a "notwithstanding" clause, in Section 1, in reference to any other statute or rule to the contrary of the provisions of HB300, meaning that the bill's provisions would be effective despite any other, specific law that would indicate otherwise.

### **FISCAL IMPLICATIONS**

HB300 does not contain an appropriation.

### **SIGNIFICANT ISSUES**

Teleworking is accompanied by a variety of problems. The Huffington Post ([Telecommuting: The Pros, Cons and Risks of Working from Home | HuffPost Impact](#)) notes that teleworking:

- Obfuscates work life and personal life boundaries, especially for parents trying to manage children during the workday,
- Reduces social interactions that lead to team building and commitment to the organization, and
- Reduces creativity by limiting collaboration,

Teleworking also exacerbates inequity as those most likely to have public-facing positions are also those in lower-paid positions. Requiring lower-paid workers to pay to commute to work and to pay for childcare or elder care is inequitable and unacceptable. It is also a concern that lower-paid workers would need to take sick leave when feeling ill; however, higher-paid workers would be allowed to work from home during an illness.

### **PERFORMANCE IMPLICATIONS**

PED, like other state agencies, would need to ensure that public-facing personnel, whose normal duties greatly involve customer service, were sufficiently available to constituents to ensure good service.

### **ADMINISTRATIVE IMPLICATIONS**

PED, like other state agencies, would need to address potential teleworking agreements with appropriate staff.

### **CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

None.

### **TECHNICAL ISSUES**

None.

### **OTHER SUBSTANTIVE ISSUES**

None.

### **ALTERNATIVES**

None.

### **WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL**

None.

**AMENDMENTS**

None.