

# STATE OF NEW YORK

2924--A

Cal. No. 528

2023-2024 Regular Sessions

## IN SENATE

January 25, 2023

Introduced by Sens. CLEARE, BROUK, WEBB -- read twice and ordered printed, and when printed to be committed to the Committee on Labor -- recommitted to the Committee on Labor in accordance with Senate Rule 6, sec. 8 -- reported favorably from said committee, ordered to first and second report, ordered to a third reading, passed by Senate and delivered to the Assembly, recalled, vote reconsidered, restored to third reading, amended and ordered reprinted, retaining its place in the order of third reading

AN ACT to establish the Marshall plan for moms interagency task force; and providing for the repeal of such provisions upon expiration thereof

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. Legislative findings. The legislature finds that any relief  
2 and long-term recovery from the economic fallout of the COVID-19 pandem-  
3 ic must recognize the disproportionate burden mothers have weathered.  
4 Women, especially mothers, have faced the brunt of the economic chal-  
5 lenges of the pandemic due to social barriers and policy failures that  
6 have been compounded by enduring racism and gender injustices, including  
7 the lack of care infrastructure, lack of family-supportive workplaces,  
8 and gender and racial pay inequities.  
9 Women continue to face unjust gender and racial wage gaps, and are  
10 overrepresented in low-wage jobs, despite their gains in workforce  
11 participation. Asian-American and Pacific Islander women, particularly  
12 Southeast Asian and Pacific Islander women, get paid as little as \$0.50  
13 for every dollar a White man makes. Black women make only \$0.63 for  
14 every dollar a White man makes, and as a result may lose \$946,000 in  
15 their lifetimes. Latina women earn \$0.55 for every dollar earned by a  
16 White man, and as a result may lose over \$1,100,000 in wages over the  
17 course of a 40-year career. Native American women are paid \$0.60 for  
18 every dollar a White man makes and are murdered at 10 times the rate of

EXPLANATION--Matter in italics (underscored) is new; matter in brackets [-] is old law to be omitted.

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1 the national average, even though financial independence and security  
2 can increase chances of escaping violence for these women. Women's wages  
3 are key to their families' economic security and survival. Across the  
4 country, mothers are breadwinners in almost half of families with chil-  
5 dren under 18, even though mothers face a greater pay gap than women as  
6 a whole. Even prior to the pandemic, working mothers faced continued  
7 biases and stigmas in the workplace that caregiving responsibilities  
8 will negatively impact their work performance.

9 Women have suffered the majority of pandemic-related job losses.  
10 Since February 2020, women have lost over 5,400,000 net jobs and account  
11 for 55% of overall net job loss since the beginning of the crisis. Women  
12 of color are experiencing higher rates of job loss than White women.  
13 According to the Bureau of Labor Statistics January 2021 unemployment  
14 data, the jobless rate for Black women and Latina women aged 20 and over  
15 is over 60% higher than their White counterparts. Asian Americans  
16 recorded the highest jobless rates among women in the last 6 months of  
17 2020, even though before the pandemic their average unemployment rate  
18 was the lowest.

19 Women face a disproportionate burden of caregiving responsibilities.  
20 Mothers are three times more likely than fathers to be responsible for  
21 most of the caregiving and household work. Single mothers are more  
22 likely than other parents to take care of all housework and childcare  
23 responsibilities in their household, and are more likely than other  
24 mothers to experience financial insecurity.

25 Throughout the pandemic, women of color have played integral roles on  
26 the frontlines as essential workers, including as nursing assistants,  
27 home health aides, and child care educators.

28 The unprecedented burdens of child care, work, and remote learning  
29 have strained mental and emotional health for mothers. These points of  
30 stressor are compounded by financial instability, racial injustice,  
31 being a single parent, having children with special needs, and many  
32 other factors.

33 § 2. 1. There is hereby established an interagency task force hereby  
34 known as the Marshall plan for moms interagency task force which shall  
35 consist of the following members or their designees: (a) the commission-  
36 er of the department of labor, or such commissioner's designee, who  
37 shall serve as chair; (b) the commissioner of the department of social  
38 services, or such commissioner's designee; (c) the chair of the workers'  
39 compensation board, or such chair's designee; (d) the commissioner of  
40 the department of health, or such commissioner's designee; (e) the  
41 director of the division of human rights, or such director's designee;  
42 (f) two members who shall be appointed by the governor; (g) two members  
43 who shall be appointed by the speaker of the assembly; (h) two members  
44 who shall be appointed by the temporary president of the senate; (i) one  
45 member who shall be appointed by the minority leader of the assembly;  
46 and (j) one member who shall be appointed by the minority leader of the  
47 senate.

48 2. The interagency task force shall meet as often as is necessary, but  
49 no less than four times per year and where otherwise appropriate to  
50 fulfilling its duties under this chapter. The members of the commission  
51 shall serve without compensation but shall be entitled to reimbursement  
52 for all necessary expenses incurred in the performance of their duties.

53 § 3. The Marshall plan for moms interagency task force shall examine  
54 the following policy areas and issue proposals and recommendations ther-  
55 eon:

1 1. The utilization of recurring payments or financial assistance to  
2 mothers and other caregivers and any equivalent policies under all  
3 current state and federal programs.

4 2. The current utilization rates and impacts of the state paid family  
5 leave program as well as specific impacts of the program on mothers and  
6 other caregivers.

7 3. Current state policy impacting the childcare industry and the  
8 access or availability of child care in all areas of the state.

9 4. The availability and access to unemployment for New Yorkers who  
10 have left a job or worked reduced hours in order to take on caregiving  
11 responsibilities.

12 5. The impact of any new policies imposed by the federal government or  
13 by state or local officials during the COVID-19 pandemic that have  
14 impacted mothers and other caregivers in the workforce.

15 6. The availability and access to mental health support for mothers  
16 and other caregivers, and the impact of access or availability to mental  
17 health support on such families.

18 7. The access and availability of all such programs for immigrant  
19 families, and the impact of inaccessibility or unavailability of any  
20 such programs on immigrant families and the state.

21 8. Any other areas the task force deems relevant in the review of  
22 policies that may impact mothers and other caregivers.

23 § 4. Within one year of the effective date of this act, in carrying  
24 out its functions, the task force shall hold two public hearings around  
25 the state to foster discussions among, and conduct formal public hear-  
26 ings with requisite public notice to solicit input and recommendations  
27 from statewide and regional stakeholder interests. The task force shall  
28 also accept public input in writing.

29 § 5. Within two years of the effective date of this act the task force  
30 shall report its findings and recommendations to the governor, the  
31 temporary president of the senate and the speaker of the assembly, and  
32 shall publicize its findings on the website of the department of labor.

33 § 6. This act shall take effect immediately and shall expire and be  
34 deemed repealed 3 years after such date.