

Parental Leave Survey 2021

Presented to NALP | May 14, 2021

Nathan Peart, *Managing Director*

Jacqueline Bokser LeFebvre, *Managing Director*

Kate Reder Sheikh, *Managing Director*

Summer Eberhard, *Managing Director*

Welcome



Nathan Peart
MANAGING DIRECTOR
ASSOCIATE PRACTICE GROUP
npeart@mlaglobal.com



Jacqueline Bokser LeFebvre
MANAGING DIRECTOR
ASSOCIATE PRACTICE GROUP
jbokser@mlaglobal.com



Kate Reder Sheikh
MANAGING DIRECTOR
ASSOCIATE PRACTICE GROUP
kredersh@mlaglobal.com



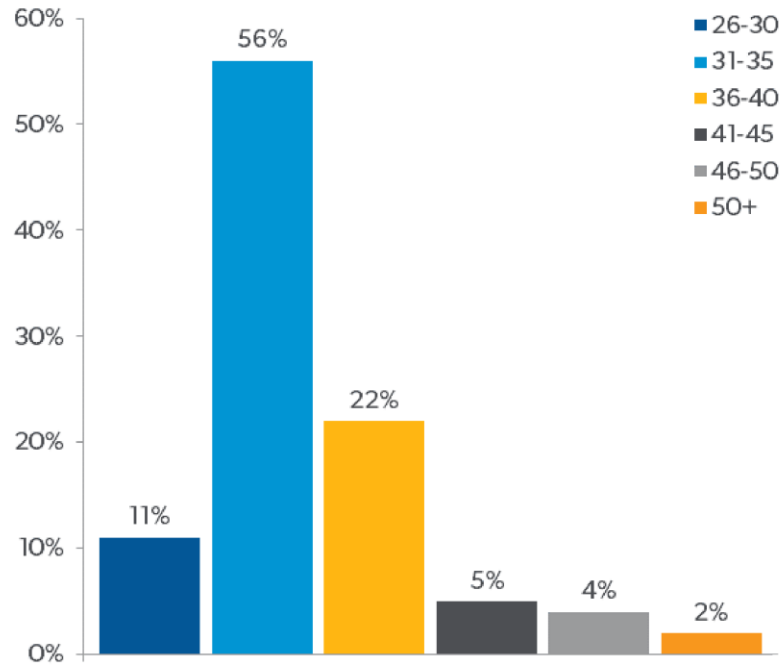
Summer Eberhard
MANAGING DIRECTOR
ASSOCIATE PRACTICE GROUP
seberhard@mlaglobal.com

Agenda

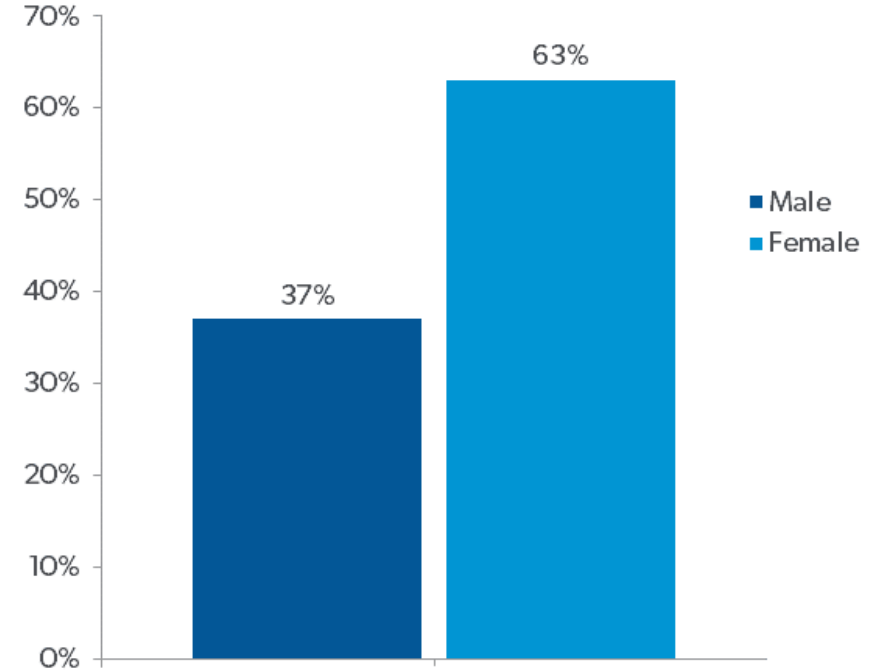
- Demographics of Respondents
- Experiences of Leave Policy
- Parental Assistance and Career Programs
- Attitudes to Firm
- Closing Remarks

Demographics slides

What is your age group?

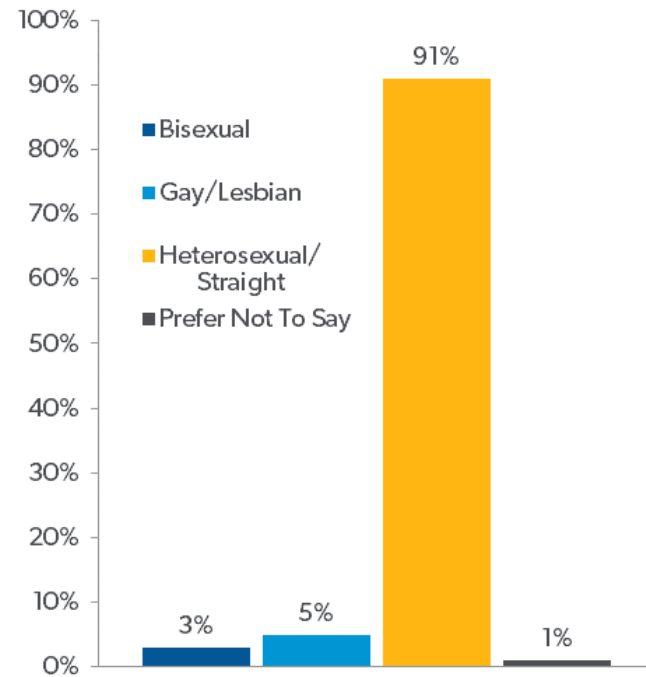


Gender

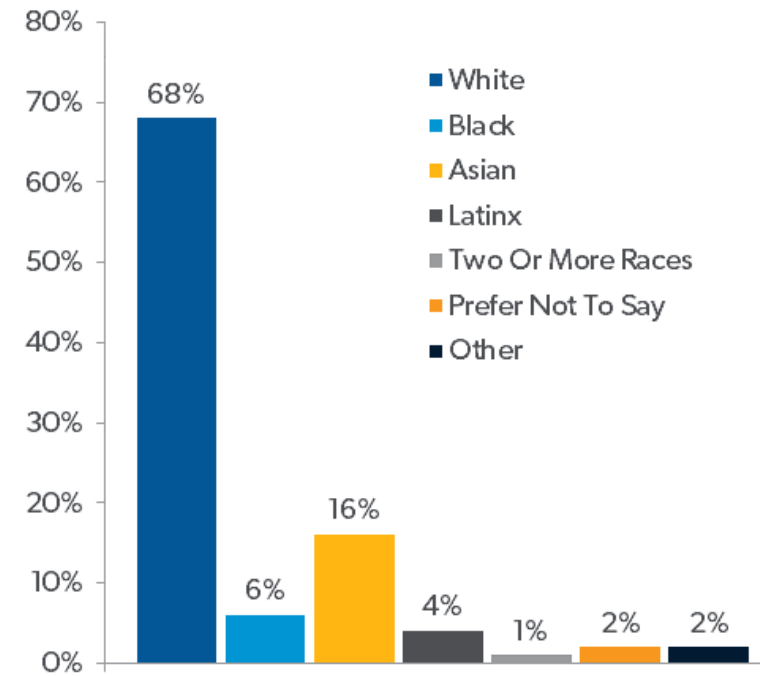


Demographics slides

Sexual orientation

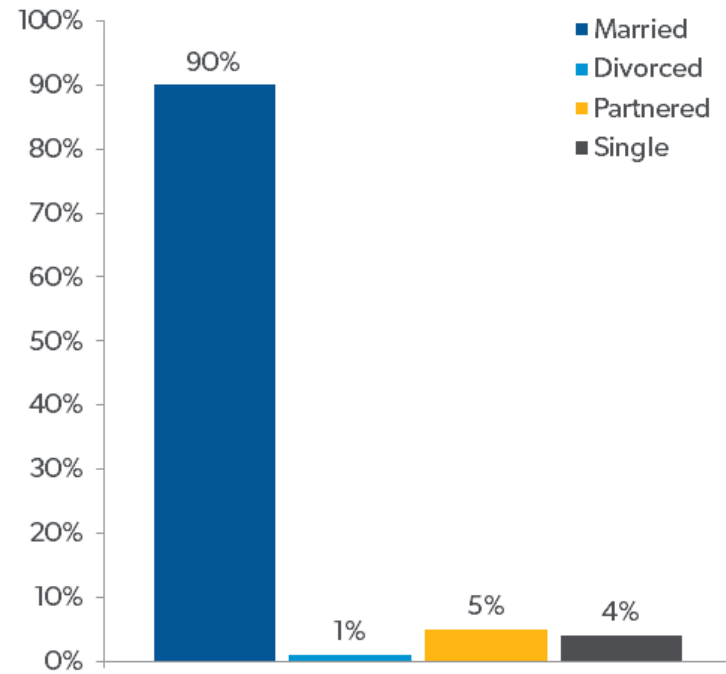


Race

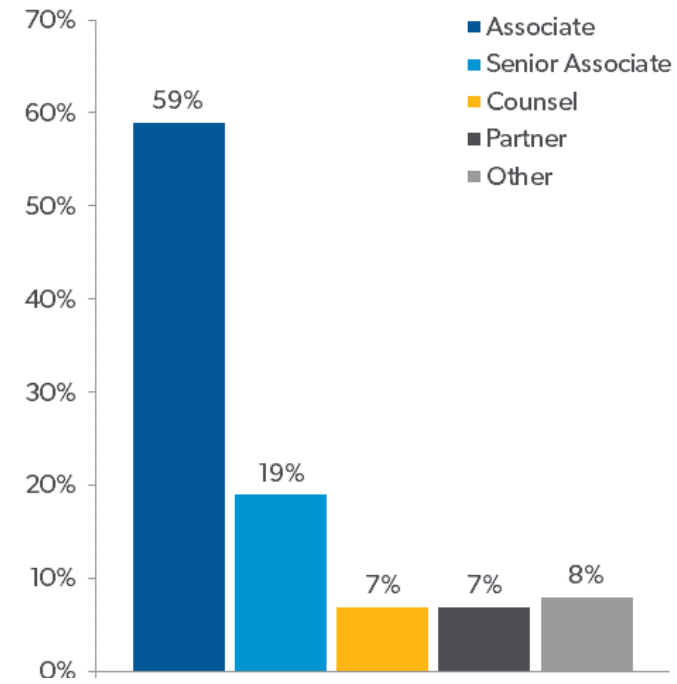


Demographics slides

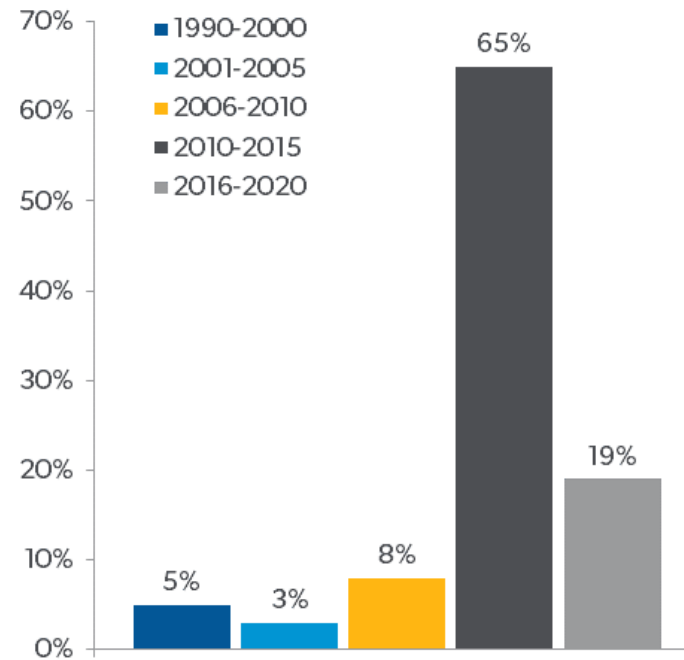
Marital status



Firm title

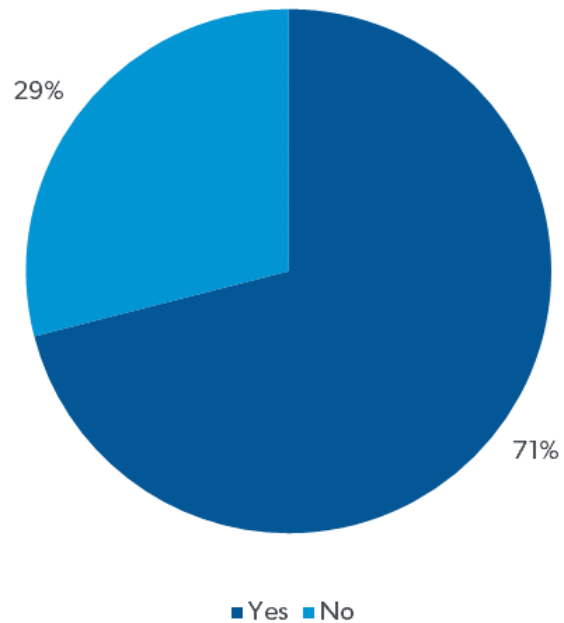


Class year range

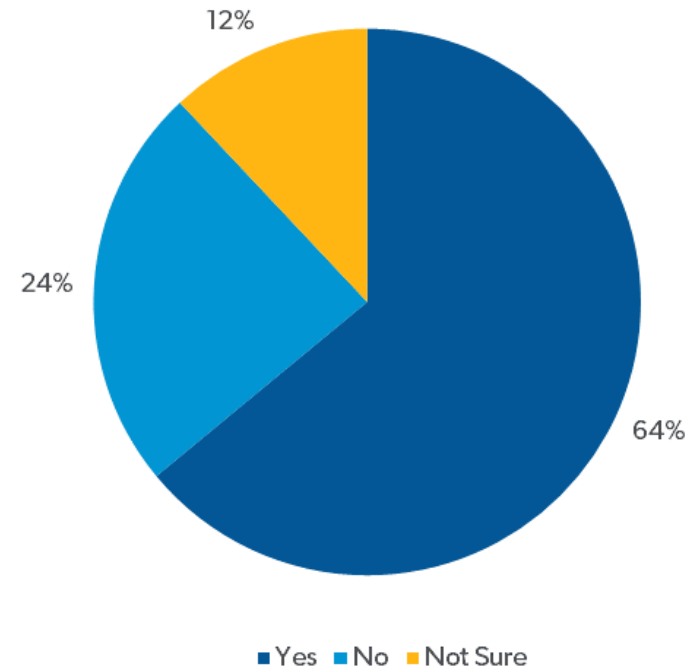


Experiences of Leave Policy

Q8 - Have you ever taken parental leave?

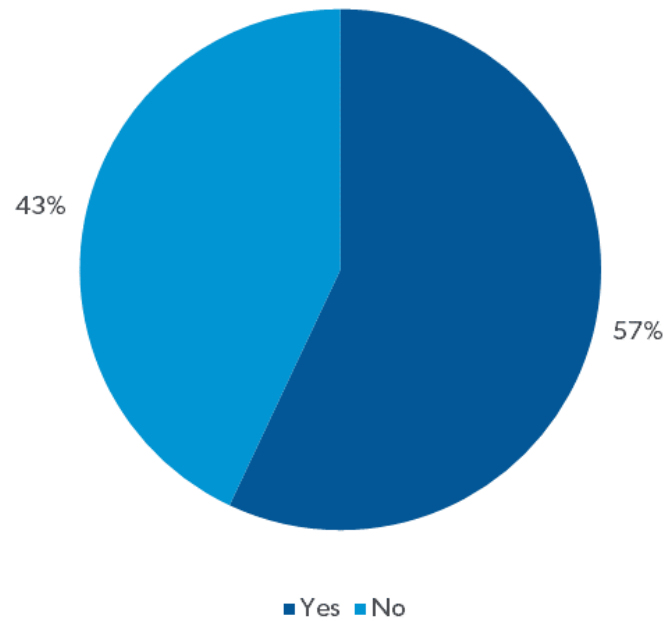


Q9 - Do you plan on taking advantage of your firm's parental leave policies in the future?



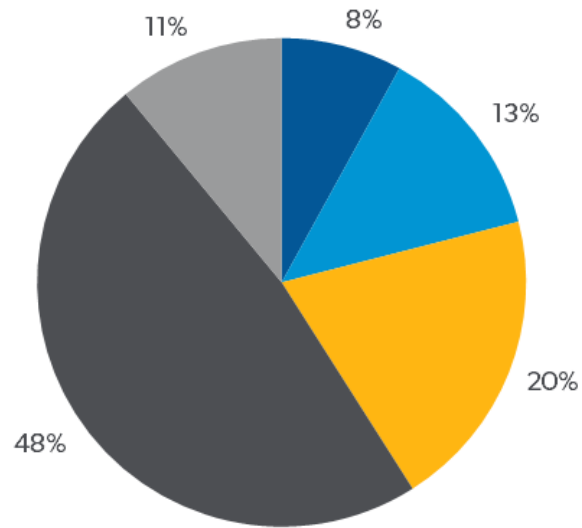
Experiences of Leave Policy

Q10 - Are you the primary caregiver?



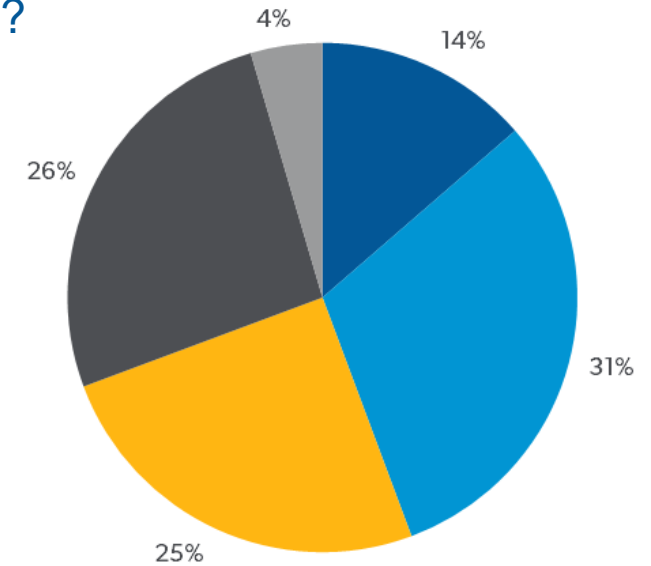
Experiences of Leave Policy

Q11 - How many weeks of paid leave are given to mothers as part of the maternity leave policy at your current firm (including disability)?



■ 0 Weeks ■ 1-6 Weeks ■ 7-13 Weeks ■ 14-20 Weeks ■ 20+ Weeks

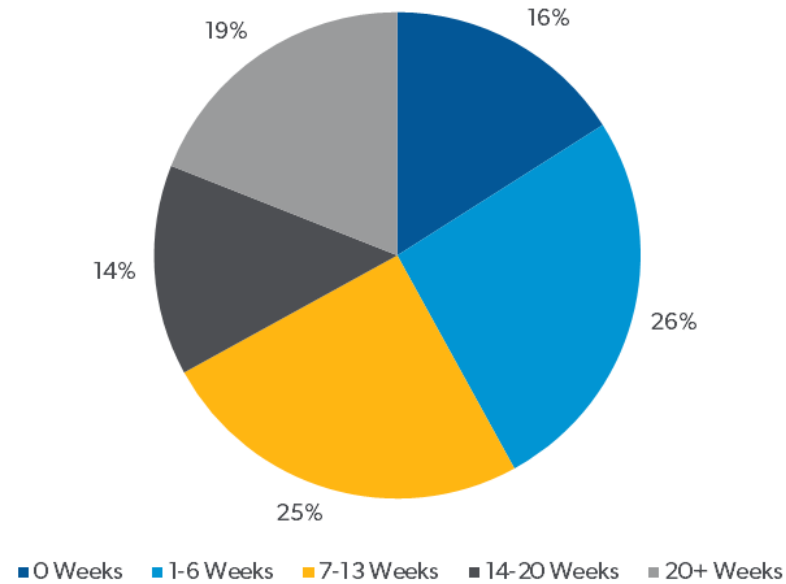
Q12 - How many weeks of paid leave are given to fathers as part of the paternity leave policy at your current firm (including disability)?



■ 0 Weeks ■ 1-6 Weeks ■ 7-13 Weeks ■ 14-20 Weeks ■ 20+ Weeks

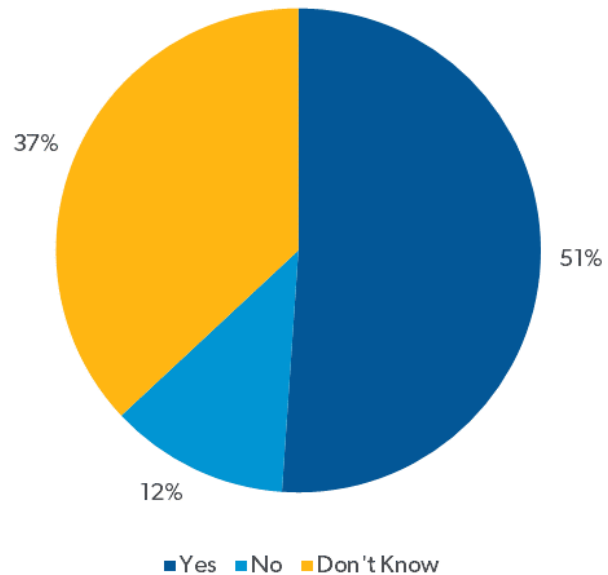
Experiences of Leave Policy

Q13 - How many weeks of unpaid leave can you take at your current firm?

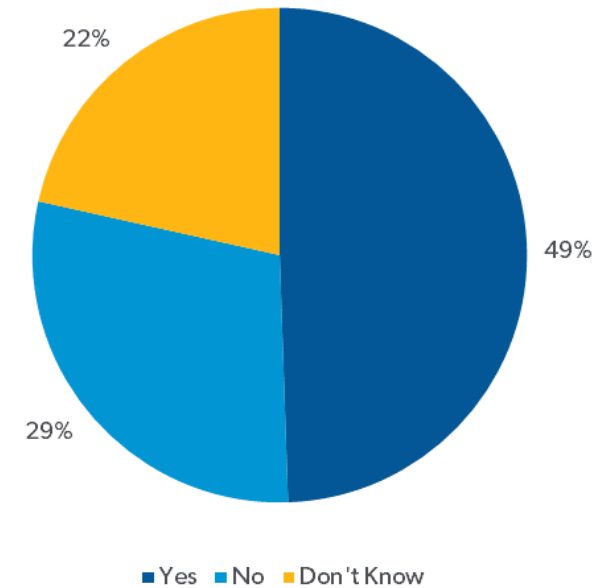


Experiences of Leave Policy

Q14 - Does the parental leave policy apply equally to birth, adoption and surrogacy?

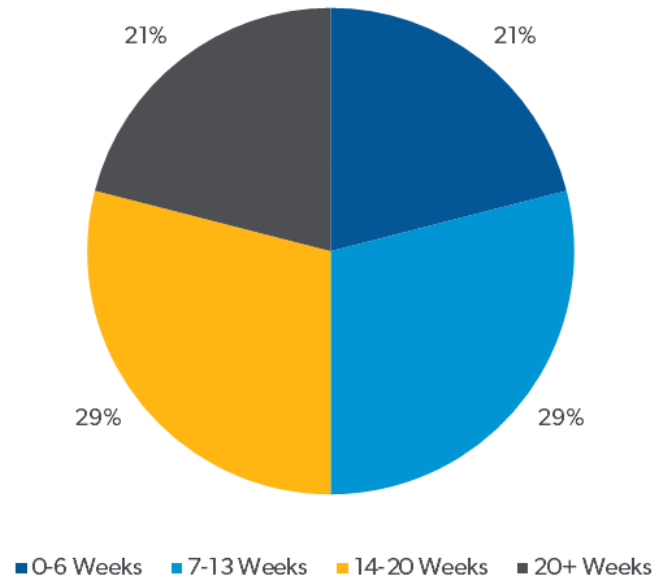


Q15 - Does your firm have a gender-neutral parental leave policy?

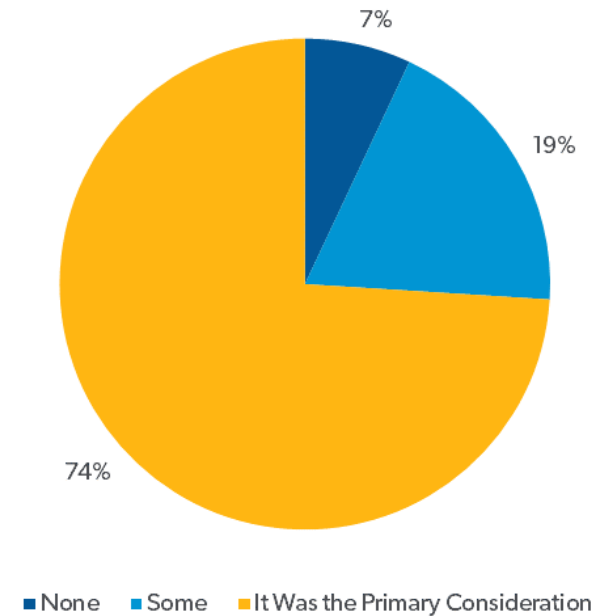


Experiences of Leave Policy

Q16 - If you plan to have more children, how many weeks of leave will you plan to take?

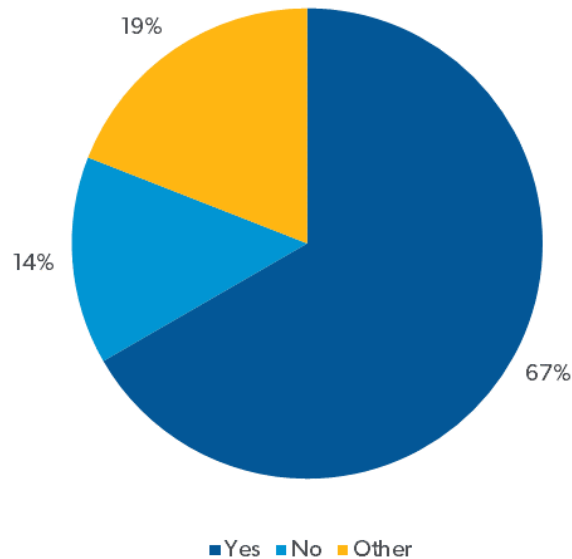


Q17 - What role did your firm's parental leave policy play in your decision regarding how many weeks to take?

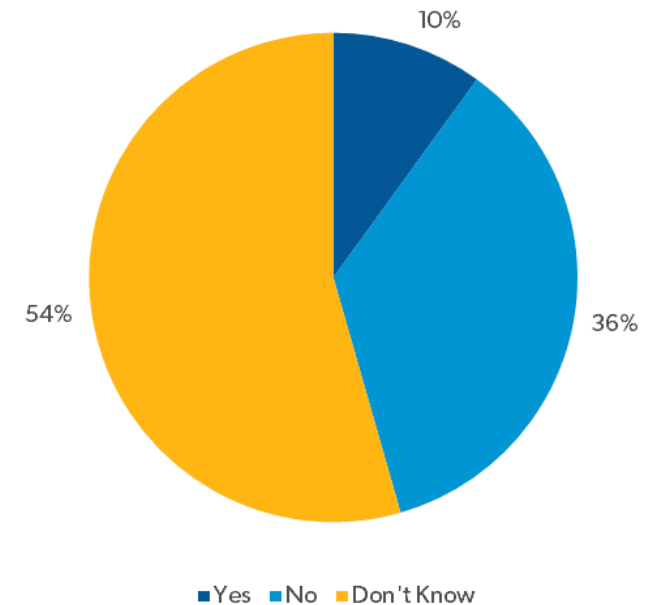


Experiences of Leave Policy

Q18 - Did your firm prorate your hourly requirement for the year when you took parental leave?

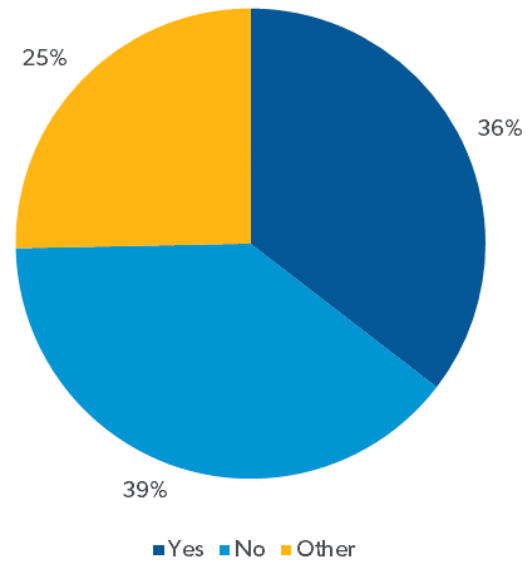


Q19 - Are policies different for associates and partners?



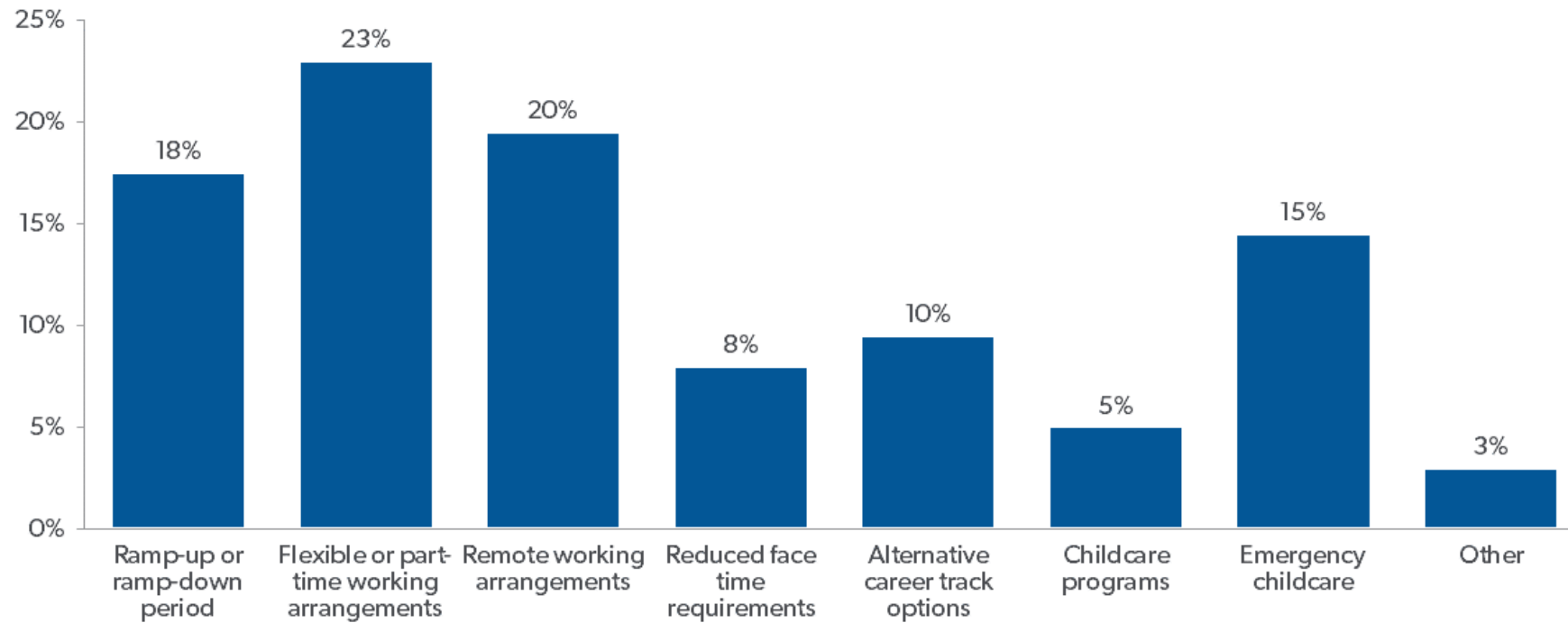
Experiences of Leave Policy

Q20 - Was your bonus affected negatively by taking parental leave?



Parental Assistance and Career Programs

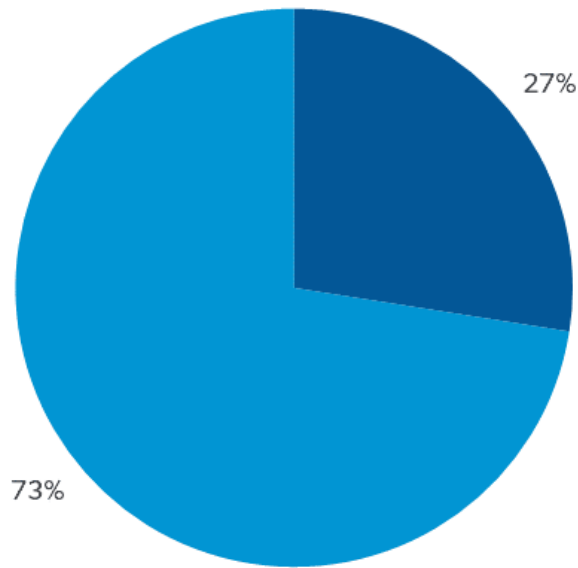
Q21 - Does your firm offer any return-to-work benefits?



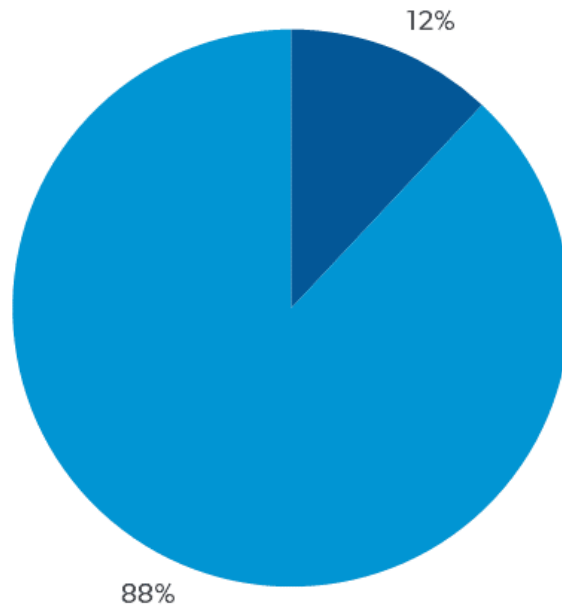
Parental Assistance and Career Programs

Q22 - Does your firm provide assistance for:

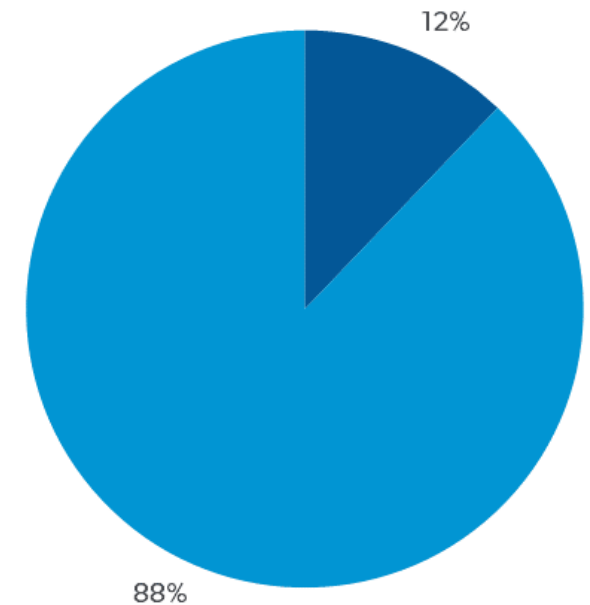
■ Yes ■ No



Adoption



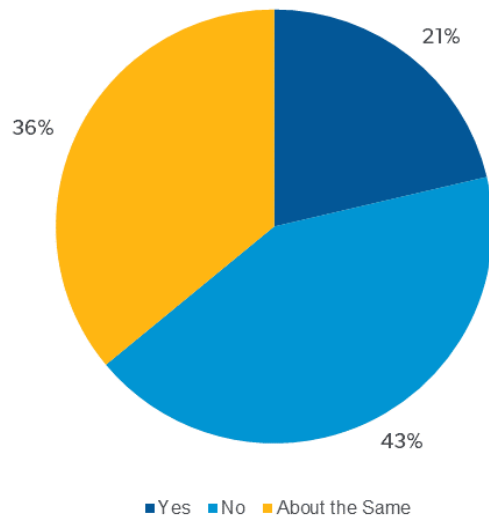
Surrogacy



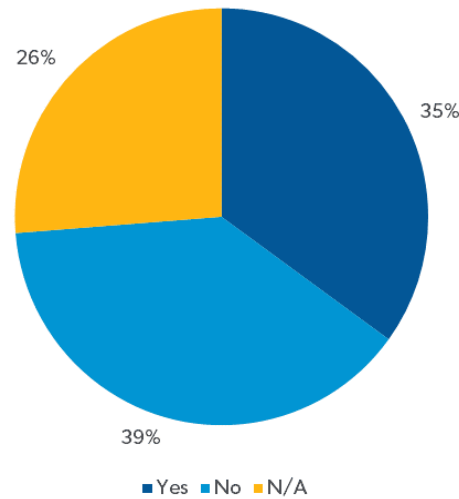
Egg Freezing

Parental Assistance and Career Programs

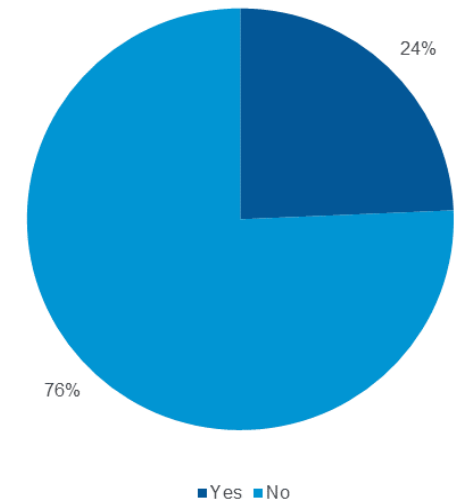
Q23 - Was your access to quality work affected by taking parental leave?



Q24 - Do you feel your opportunities for advancement toward partnership were affected by taking parental leave?

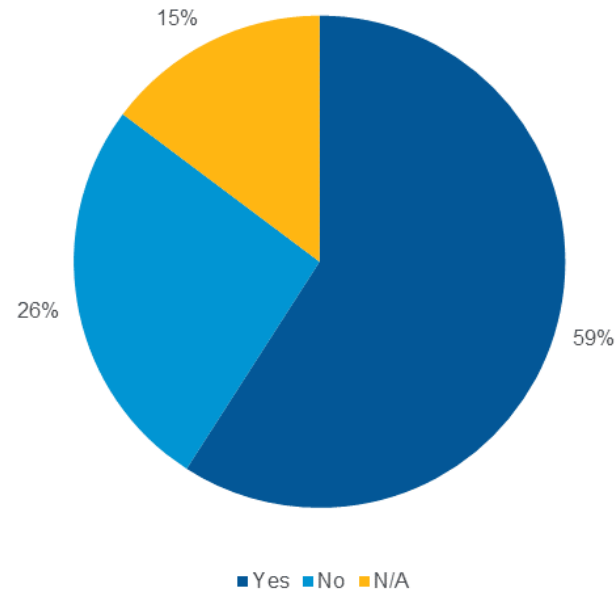


Q25 - Did you suffer any negative consequences or actions by the firm because of your parental leave?



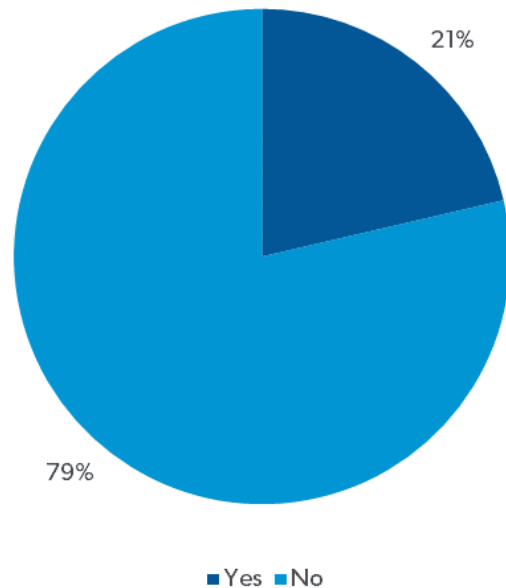
Parental Assistance and Career Programs

Q26 - Are all of your partners and team members understanding if you have to leave work early or make schedule changes due to childcare obligations?

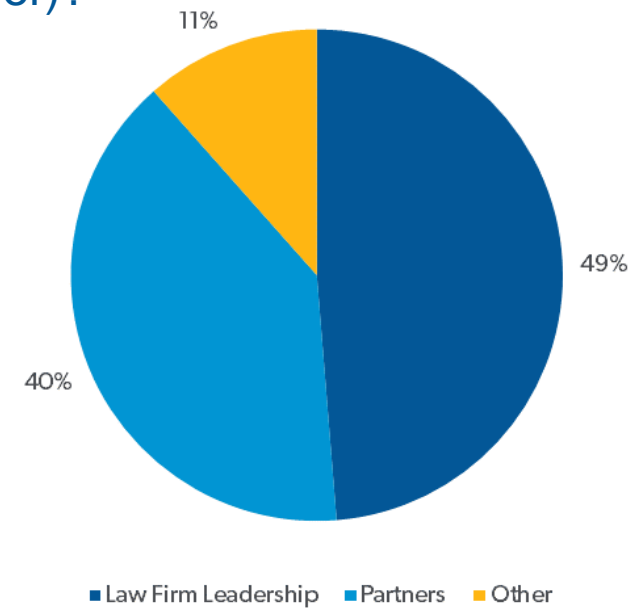


Parental Assistance and Career Programs

Q27 - Has your firm made any impactful changes to its parental leave policy over the past year?

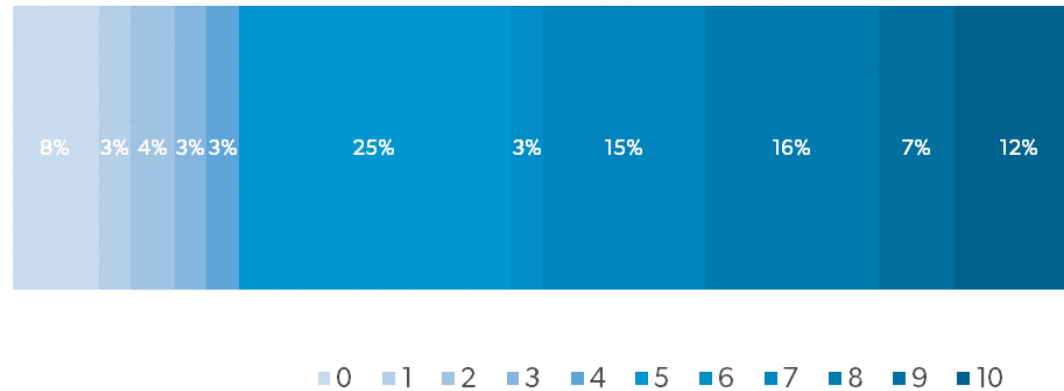


Q28 - What plays the biggest role in how your firm's leave policies are implemented as written (law firm leadership, partners in your group, other)?

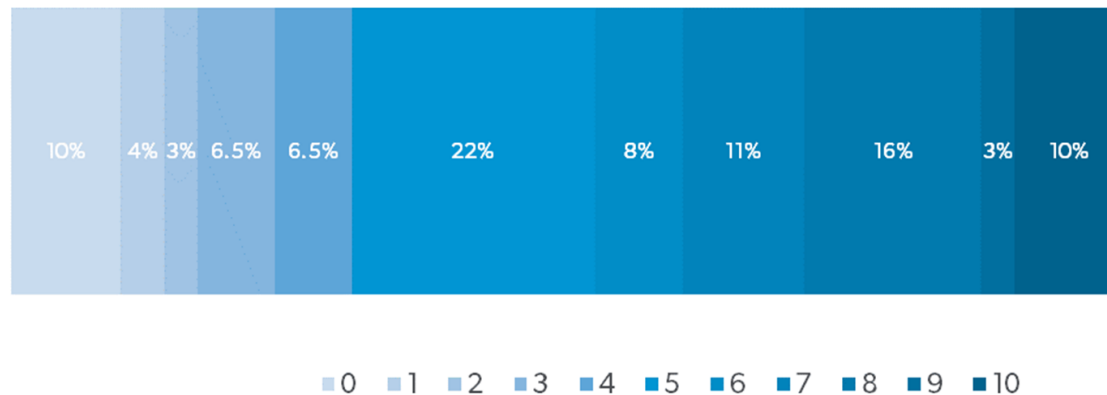


Attitudes to Firm

Q29 - On a scale of 1-10, does your firm's parental leave policy make you more or less likely to stay at your current firm? (1-10 scale – 10 being most likely)

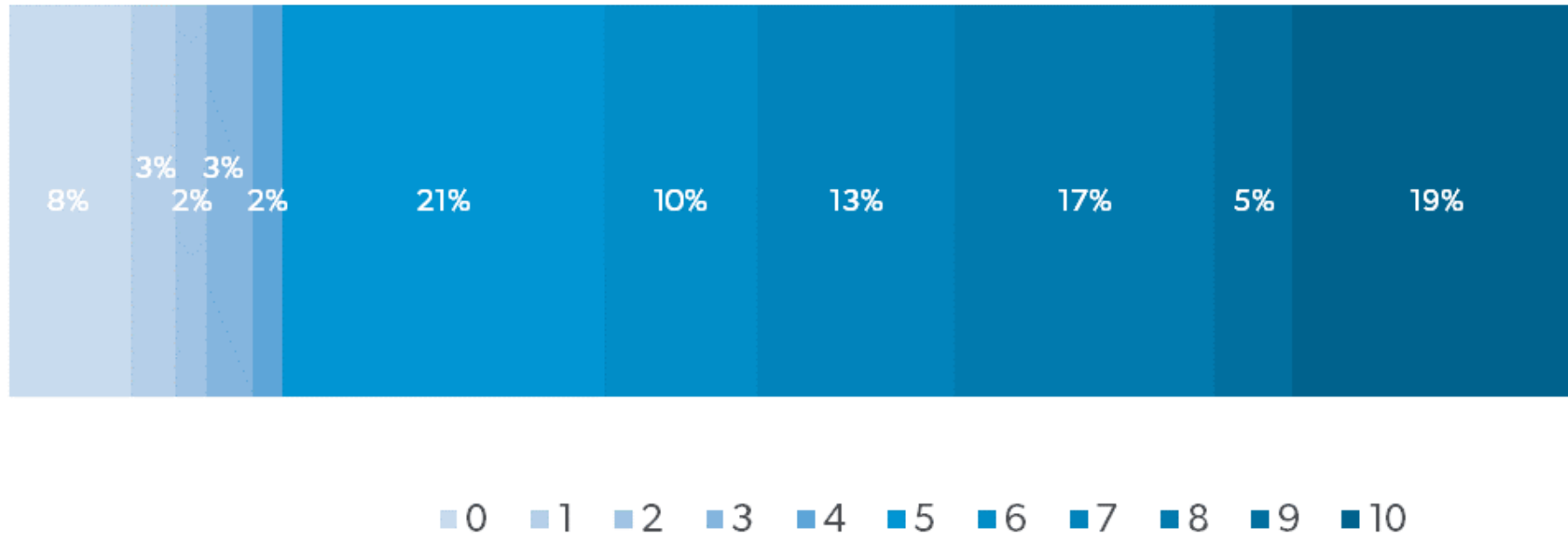


Q30 - On a scale of 1-10, does your firm's treatment of parents after they return from leave make you more or less likely to stay at your current firm? (1-10 scale – 10 being most likely)



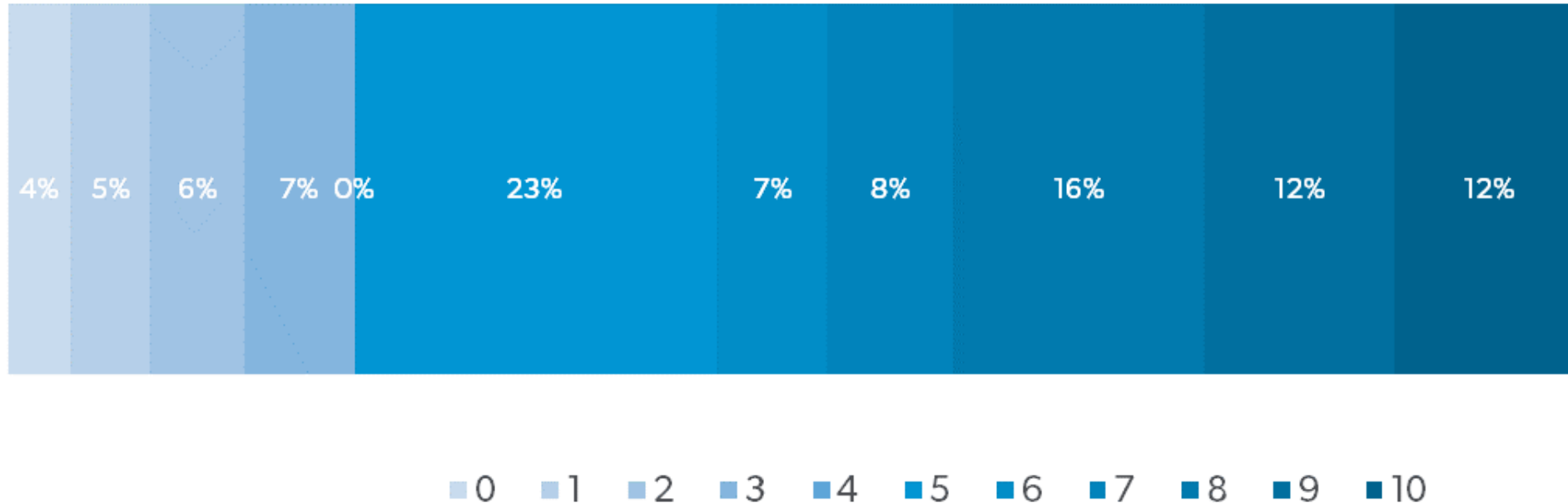
Attitudes to Firm

Q31 - On a scale of 1-10, would another firm's reputation on parental leave and parental leave policy make you more or less likely to join that firm? (1-10 scale – 10 being most likely)



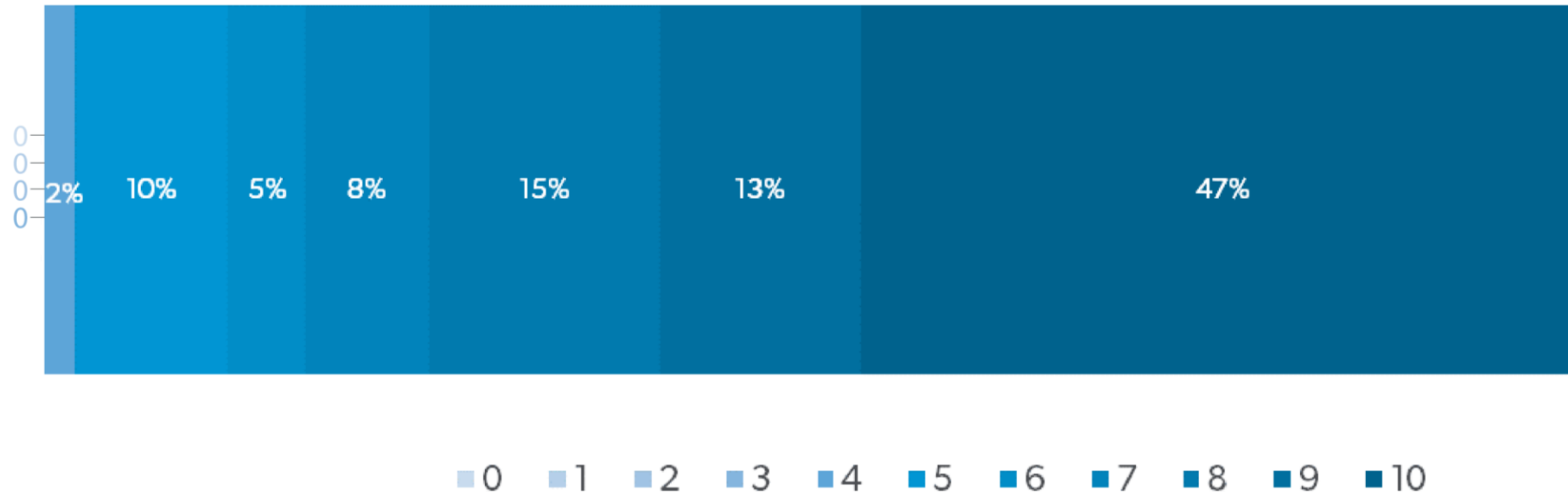
Attitudes to Firm

Q32 - On a scale of 1-10, how supportive has your firm been during Covid-19 in facilitating your balancing work and being a caregiver to your children? (1-10 scale – 10 being excellent)



Attitudes to Firm

Q33 - On a scale of 1-10, how beneficial would it be for your family if you had the flexibility of a long-term remote-work option during the COVID-19 pandemic? (1-10 scale – 10 being very beneficial).



Further Comments

“ Firm leadership seems to understand the importance of offering generous parental leave benefits, but the old white men heading up the practice groups are still stuck in the 1950s-family-structure mentality. Their wives stopped working after they had kids and these guys just **have no clue about current, more gender-balanced parenting styles where the mom can *gasp* go back to work after having kids and have a meaningful career!** ”

“ This survey was difficult for me to take because my answers depend on whether we are talking about my prior firm (the firm I left because of its parental leave policy) or my current firm (which has a true gender-neutral policy). My prior firm’s policy provided women 20 weeks of paid leave and men 8 weeks of paid leave. As a gay man that had a child via surrogacy, that policy had a disparate impact on me and my family. What’s more, that prior firm was not supportive of me traveling to the state where my son was born in advance of his birth so that we could be there for his arrival. My current firm, on the other hand, is extremely supportive when it comes to these types of issues. ”

“ Remote and flexible work arrangements are the most important factor for me in deciding where to work as a working parent. I turned down more lucrative job offers to maintain my current position at a non-profit where they allowed me to work from home part-time and ramp up and down my hours when my daughter was an infant. ”

“ From my experience and that of others (both male and female) who took primary caregiver leave (18 weeks), **it was extremely difficult to get staffed on matters upon returning from leave.** It took most months to get a single billable hour. One male who took 4 weeks leave with his first child [and] then 18 weeks for his second child who had special needs remarked at what a different experience it was returning from parental leave with the second child. The first time around with just 4 weeks of leave, he was still copied on emails for his matters [so he could] stay in the loop, and the team held his spot on those matters. The second time around, he was still copied on emails on his matters, but his spot was filled and the team was unwilling to make room for him on the team when he returned. Personally, when I was brought on teams because someone who had been working on the matter went on parental leave, I took it upon myself to tell the partner staffing the matter that the attorney was due to return from leave and that I would be happy to transition their role back to them. **The staffing partners should be the ones making sure attorneys returning from leave can reintegrate.** ”

“ Parental leave is extremely important for both parents and needs to be supported and encouraged by all firm leadership. ”

“ As a lateral, I still need to find out what effect a parental leave will have on my career. ”

“ Thank you for the chance to reflect back through this. It confirms the need for me to job search and how hard the legal profession really is. I hope we can build a better tomorrow! ”

“ **Remote working hours and child care obligations really only work if “off hours” are respected.** ”

“ **Law firm leadership needs to support working parents,** or a significant number of parents will leave for in-house positions that have better communication and policies. ”

Further Comments

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Thank You



Nathan Peart
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ASSOCIATE PRACTICE GROUP
npeart@mlaglobal.com



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MANAGING DIRECTOR
ASSOCIATE PRACTICE GROUP
jbokser@mlaglobal.com



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