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PARENTING LAWYERS

RESOLUTION OF THE BOARD OF GOVERNORS
ENDORSING MODEL EMPLOYER POLICIES 1999
FOR PARENTING LAWYERS

WHEREAS, the Philadelphia Bar Association affirms its commitment to promote equal opportunity for full participation in the legal profession by both men and women lawyers; and

WHEREAS, the Philadelphia Bar Association acknowledges that full participation in the profession is more readily accomplished when attorneys are able to achieve a rewarding balance of commitment to the profession and commitment to family life; and

WHEREAS, the Philadelphia Bar Association encourages parenting lawyers and their employers to work together to build creative solutions to meet the professional and family commitments of parenting lawyers; and

WHEREAS, the Philadelphia Bar Association formed the Committee on Women in the Profession ("Committee") in 1986 to study and recommend action on issues affecting women in the legal profession and to promote the advancement of women in the profession; and

WHEREAS, the Committee developed Model Employer Policies of Family Responsibility, which were adopted by the Board of Governors of the Philadelphia Bar Association in 1989; and

WHEREAS, the Committee determined that legislative and societal changes required a reexamination and updating of the Model Employer Policies of Family Responsibility; and

WHEREAS, the Committee conducted and evaluated a survey of Philadelphia legal employers, carefully reviewed applicable legal standards and examined an extensive body of literature regarding the following employment policies and practices:

Disability as a Result of Pregnancy, Childbirth and Related Medical Conditions,

ChildCare Leave,

Family Care Leave, and

Alternative Work Arrangements; and

WHEREAS, the Committee formulated the attached 1999 Model Employer Policies for Parenting Lawyers as practical, progressive and fair guidelines for law firms and other employers of lawyers who are committed to:

(a) ensuring their own compliance with federal law (particularly in the area of disability leave as a result of pregnancy, childbirth and related medical conditions and the Family Medical Leave Act);

(b) removing unfair barriers to the advancement of women lawyers; and

(c) assisting all lawyers, men and women, who want to achieve a better balance in the handling of their family, personal and professional responsibilities;

NOW, THEREFORE, IT IS RESOLVED THAT the Board of Governors:

(1) Endorses the attached 1999 Model Employer Policies for Parenting Lawyers as guidelines for legal employers;

(2) Authorizes the Chancellor and the Committee on Women in the Profession to publicize and distribute the 1999 Model Employers Policies for Parenting Lawyers and to work to promote their adoption;

(3) Encourages law firms and other employers of lawyers to review their own practices and adopt policies for parenting lawyers such as those set forth in the 1999 Model Employer Policies for Parenting Lawyers.

PHILADELPHIA BAR ASSOCIATION
BOARD OF GOVERNORS
ADOPTED: December 20, 1999