

**BYU Alumni Women's Law Forum Survey on
Maternity/Paternity Leave & Flexible Schedule Policies for Lawyers**

Firm or Organization	Total leave a female can take for birth or adoption of her child	Total leave a male can take for birth or adoption of his child	Amount of paid leave for female associates	Amount of paid leave for female partners	Amount of paid leave male associates	Amount of paid leave male partners	Can a new mother opt to work part-time before returning to work full-time?	Can a new father opt to work part-time before returning to work full-time?	Do any attorneys at your firm work a flexible schedule?	How is a flexible schedule attorney's compensation calculated?
Ballard Spahr Andrews & Ingersoll	24 weeks	12 weeks	12 weeks	As much time as she chooses	None		Determined on case-by-case basis.	Determined on case-by-case basis.	No	
Callister Nebeker & McCullough	12 weeks	12 weeks	None	12 weeks	None	12 weeks	Yes, under certain conditions	Yes, under certain conditions	Yes	On a pro rata basis
Clyde Snow Sessions & Swenson	3 months	Determined on a case-by-case basis	1 month	1 month	Determined on a case-by-case basis	Determined on a case-by-case basis	Determined on case-by-case basis	Determined on a case-by-case basis	Yes	Salary and overhead adjusted proportionately
Durham Jones & Pinegar	12 weeks	12 weeks	Generally none, although granted in the past on a case-by-case basis	Generally none, although granted in the past on a case-by-case basis	Never been requested, but would be considered on a case-by-case basis	Never been requested, but would be considered on a case-by-case basis	Yes	Never been requested, but would be considered on a case-by-case basis	Yes	Commensurate with reduced productivity.
Fabian & Clendenin	No set maximum, determined on case-by-case basis ¹	No set maximum, determined on case-by-case basis	Determined on a case-by-case basis	Determined on a case-by-case basis	Determined on a case-by-case basis	Determined on a case-by-case basis	Yes	Yes	Yes	Based on the number of hours worked
Holland & Hart	12 weeks ²	12 weeks	8 weeks	8 weeks	2 weeks	None	Determined on a case-by-case basis	Determined on a case-by-case basis	Yes	Determined by percentage of work
Holme Roberts & Owen, LLC	Up to one year	Up to one year	12 weeks	12 weeks	May take 3 weeks; if primary caregiver, paid for 12 weeks	May take 3 weeks; if primary caregiver, paid for 12 weeks	Yes, may work as low as a 50% schedule	Yes, may work as low as a 50% schedule	Yes ³	On a pro rata basis
Howrey LLP	16-18 weeks +	12 weeks + unpaid time	16-18 weeks	3-4 months	10 weeks	3-4 months	Yes, must be at least 60% of full-time to maintain	Yes, must be at least 60% of full-time to maintain	Yes	On a pro rata basis

¹ Leaves of up to 20 months have been granted.

² Up to six months with approval from the managing partner

³ Many attorneys work reduced schedules from 50% - 95%.

Firm or Organization	Total leave a female can take for birth or adoption of her child	Total leave a male can take for birth or adoption of his child	Amount of paid leave for female associates	Amount of paid leave for female partners	Amount of paid leave male associates	Amount of paid leave male partners	Can a new mother opt to work part-time before returning to work full-time?	Can a new father opt to work part-time before returning to work full-time?	Do any attorneys at your firm work a flexible schedule?	How is a flexible schedule attorney's compensation calculated?
	unpaid time						benefits	benefits		
Jones Waldo Holbrook & McDonough	12 weeks + add'l time if requested	12 weeks + add'l time if requested	Compensation is typically reduced (approx. 3/4 pay) but is tailored to individual circumstances	Compensation is typically reduced (approx. 3/4 pay) but is tailored to individual circumstances	Compensation is typically reduced (approx. 3/4 pay) but is tailored to individual circumstances	Compensation is typically reduced (approx. 3/4 pay) but is tailored to individual circumstances	Yes	Yes	Yes ⁴	On a pro rata basis
Kirton & McConkie	12 weeks	12 weeks	8 weeks for birth (although another 4 weeks may be paid if medically necessary) If adoption, no paid leave	8 weeks for birth, (although another 4 weeks may be paid if medically necessary) If adoption, no paid leave	12 weeks	12 weeks	Determined on case-by-case basis	Determined on case-by-case basis	Yes	Attorneys receive a proportionally reduced salary or are paid on an hourly basis
Parsons Behle & Latimer	12 weeks	12 weeks	45 calendar days	45 calendar days to 12 weeks	45 calendar days	45 calendar days to 12 weeks	Determined on case-by-case basis	Determined on case-by-case basis	Yes	Paid hourly, eligible for bonuses, pension and profit sharing
Prince Yeates & Geldzahler	12 weeks	12 weeks	Up to 10 workdays without regard to tenure plus 5 workdays for every full year of service, up to 65 workdays	The firm has not adopted a maternity leave policy for shareholders	Up to 10 workdays without regard to tenure plus 5 workdays for every full year of service, up to 65 workdays	The firm has not adopted a paternity leave policy for shareholders	Determined on a case-by-case basis	Determined on a case-by-case basis	Not at the present time	In the past, female attorneys who were new mothers worked part-time with commensurate compensation
Ray Quinney & Nebeker	Associates up to 12 weeks	Associates up to 12 weeks	Full pay, depending on years of service ⁵	90 days for pregnancy or birth	None	None	Yes	Yes	Yes	Number of hours worked combined with fees generated
Richards Brandt Miller & Nelson	12 weeks	12 weeks	12 weeks	12 weeks	2 weeks	2 weeks			Yes	Determined subjectively based on collections and other contributions
Salt Lake County District	12 weeks	12 weeks	None	None	None	None	No	No	No	N/A

⁴ Schedules have varied from 20-30 hours per week.

⁵ One year = one month paid; two years = two months paid; three years = three months paid.

Firm or Organization	Total leave a <i>female</i> can take for birth or adoption of her child	Total leave a <i>male</i> can take for birth or adoption of his child	Amount of <i>paid</i> leave for female associates	Amount of <i>paid</i> leave for female partners	Amount of <i>paid</i> leave male associates	Amount of <i>paid</i> leave male partners	Can a new <i>mother</i> opt to work part-time before returning to work full-time?	Can a new <i>father</i> opt to work part-time before returning to work full-time?	Do any attorneys at your firm work a flexible schedule?	How is a flexible schedule attorney's compensation calculated?
Attorney										
Snell & Wilmer	12 weeks	12 weeks	12 weeks (after one year of service)	At partner's discretion	12 weeks (after one year of service)	At partner's discretion	Determined on case-by-case basis	Determined on case-by-case basis	Yes	On a pro rata basis
Snow Christensen & Martineau	12 weeks	12 weeks	6 weeks	8 weeks	6 weeks	8 weeks	Determined on case-by-case basis	Determined on case-by-case basis	Yes, senior shareholders approaching retirement	Determined subjectively based on collections and other contributions
Stoel Rives LLP	12 weeks plus	12 weeks	8 weeks	8 weeks	8 weeks	8 weeks	Determined on case-by-case basis	Determined on case-by-case basis		
VanCott Bagley Cornwall & McCarthy, PC	12 weeks ⁶	12 weeks ⁷	6 weeks		6 weeks		Determined on case-by-case basis	Determined on case-by-case basis	Yes	Compensation is based on an established methodology that takes into account a number of factors

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⁶ Not defined for adoption

⁷ Not defined for adoption