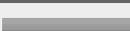


2006 Family Leave Policy Survey
State Bar of New Mexico Committee on Women and the Legal Profession

1. Please state your gender:			
		Response Percent	Response Total
Male		33.9%	57
Female		66.1%	111
Total Respondents			168
(skipped this question)			0

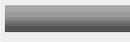
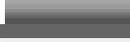
2. What is your age:			
		Response Percent	Response Total
Under 30		7.1%	12
30-39		32.7%	55
40-49		28%	47
50-59		26.8%	45
60 or over		5.4%	9
Total Respondents			168
(skipped this question)			0

3. Please state the number of years you have been practicing law:			
		Response Percent	Response Total
Less than 1 year		5.4%	9
1-5 years		17.9%	30
6-10 years		19%	32
11-20 years		31.5%	53
21 years or more		26.2%	44
Total Respondents			168
(skipped this question)			0

4. Please select the category that best describes your legal occupation:			
		Response Percent	Response Total
Partner/Shareholder	██████████	19%	32
Sole Practitioner	██████████	11.3%	19
City/State/County Government	██████████	26.8%	45
Associate	██████████	18.5%	31
Federal Government	██████	6%	10
In-House Counsel	██████	6%	10
Judge	██	3%	5
Other (please specify)	██████████	9.5%	16
Total Respondents			168
(skipped this question)			0

5. Please state the current status of your legal occupation:			
		Response Percent	Response Total
Full time	██████████	86.9%	146
Part time	██████████	13.1%	22
Total Respondents			168
(skipped this question)			0

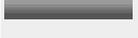
6. Please select the category that best describes the number of lawyers in your firm/organization:			
		Response Percent	Response Total
Solo Practitioner		16.7%	28
2-10 lawyers		41.1%	69
11-20 lawyers		12.5%	21
21-50 lawyers		17.3%	29
51-100 lawyers		7.1%	12
More than 100 lawyers		5.4%	9
Total Respondents			168
(skipped this question)			0

7. If a lawyer in your firm/organization needs to take leave from work due to the birth or adoption of a child, what type of leave is available? (please check all that apply)			
		Response Percent	Response Total
Sick Leave		58.9%	99
Annual/Vacation Leave		67.9%	114
Telecommuting		14.3%	24
None		6%	10
Unpaid Leave		63.7%	107
Flex/Comp Time		32.1%	54
Part-Time Employment		21.4%	36
Other (please specify)		32.7%	55
Total Respondents			168
(skipped this question)			0

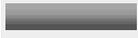
8. Is there a maximum amount of time allowed for this type of leave?			
		Response Percent	Response Total
Yes		46.3%	69
No		21.5%	32
Don't Know		32.2%	48
Total Respondents			149
(skipped this question)			19

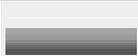
9. If yes, what is the maximum amount of time allowed for this type of leave?			
		Response Percent	Response Total
Less than 2 weeks		2.4%	2
2 to 4 weeks		9.6%	8
5 to 6 weeks		6%	5
7 to 8 weeks		7.2%	6
9 to 12 weeks		47%	39
Other (please specify)		27.7%	23
Total Respondents			83
(skipped this question)			85

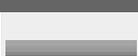
10. Is this leave policy in writing?			
		Response Percent	Response Total
Yes		49.3%	72
No		35.6%	52
Don't Know		15.1%	22
Total Respondents			146
(skipped this question)			22

11. How satisfied are you with your firm/organization's policy regarding this type of leave?			
		Response Percent	Response Total
5 - Very Satisfied		41.2%	61
4 - Somewhat Satisfied		22.3%	33
3 - Neither Satisfied nor Dissatisfied		19.6%	29
2 - Somewhat Dissatisfied		8.8%	13
1 - Very Dissatisfied		8.1%	12
Total Respondents			148
(skipped this question)			20

12. Have you used this particular type of leave?			
		Response Percent	Response Total
Yes		35.3%	53
No		64.7%	97
Total Respondents			150
(skipped this question)			18

13. When did you use this particular type of leave?			
		Response Percent	Response Total
Within the last 23 months		43.4%	23
Within the last 1 to 5 years		30.2%	16
Within the last 6-10 years		15.1%	8
More than 10 years ago		11.3%	6
Total Respondents			53
(skipped this question)			115

14. What was the length of your employment with your firm/organization at the time you used this policy?			
		Response Percent	Response Total
2 years or less		28.3%	15
3-5 years		30.2%	16
6-10 years		32.1%	17
11-20 years		1.9%	1
21 years or more		3.8%	2
Other (please explain)		3.8%	2
Total Respondents			53
(skipped this question)			115

15. How long was your leave under this policy?			
		Response Percent	Response Total
2 weeks or less		17%	9
6 weeks or less		26.4%	14
8 weeks or less		18.9%	10
3-5 months		34%	18
6 months or more		3.8%	2
Total Respondents			53
(skipped this question)			115

16. Please select the category that best described your legal occupation at the time you used the policy:

		Response Percent	Response Total
Partner/Shareholder		17%	9
Sole Practitioner		7.5%	4
City/State/County Government		34%	18
Associate		20.8%	11
Federal Government		7.5%	4
In-House Counsel		5.7%	3
Judge		1.9%	1
Other (please specify)		5.7%	3
Total Respondents			53
(skipped this question)			115

17. Is your firm/organization's present policy regarding this type of leave the same as the policy in place when your leave was taken?

		Response Percent	Response Total
Yes		75.5%	40
No		7.5%	4
Don't know		17%	9
Total Respondents			53
(skipped this question)			115

18. How could your firm/organization improve its leave policies/the manner in which it handles leave requirements regarding the birth or adoption of a child?

Total Respondents 10

(skipped this question) 158

1. Allow telecommuting; provide at least one month of maternity/paternity leave WITH pay to prevent hardship.
2. I only accepted the position part time because it allows me to choose my hours. I have to put in 20 hours per week when I choose. They prefer I come in at the same times weekly. But, its flexible. I would not have taken the job otherwise.
3. Academia is one of the most balanced places an attorney can work with regard to work/home obligations. I understand the bottom line is not the issue, having worked in private practice. This issue is important to a sustainable professional life that supports families, both young children and older parents.
4. Our firm has nothing formal in writing, but I feel confident that they have been and will be fair under the circumstances
5. I don't know. The leave act is a decision made by each judge.
6. The State allows donations of annual leave from other state employees to an employee for necessary medical purposes, but only within the employee's agency. I think employees should be able to donate leave across agency boundaries.
7. Give me a gazillion dollars and I'll offer up to 365 days a year in family leave for every employee in the firm . This was a total waste of my time. If you want serious input from a male sole practitioner call me. My hourly rate will be \$145 and I require a 1 hour retainer.
8. COULD BE MORE FLEXIBLE AND ALLOW FOR TELECOMMUTING
9. No comments on this subject
10. No. With 5,300 employees in the Company. This Policy works well and the employees are comfortable with the Policy.

19. What type of leave does your firm/organization have available in case of an illness or a severe medical condition of a family member? (please check all that apply)

		Response Percent	Response Total
Sick Leave		72.5%	116
Annual/Vacation Leave		73.8%	118
Telecommuting		16.2%	26
None		8.8%	14
Unpaid Leave		63.1%	101
Flex/Comp Time		35%	56
Part-Time Employment		23.8%	38
Other (please describe)		23.1%	37

Total Respondents	160
(skipped this question)	8

20. Is there a maximum amount of time allowed for this type of leave?			
		Response Percent	Response Total
Yes		38.3%	57
No		27.5%	41
Don't Know		34.2%	51
Total Respondents			149
(skipped this question)			19

21. What is the maximum amount of time allowed for this type of leave?			
		Response Percent	Response Total
Less than 2 weeks		7.1%	4
2 to 4 weeks		10.7%	6
5 to 6 weeks		7.1%	4
7 to 8 weeks		3.6%	2
9 to 12 weeks		30.4%	17
More than 12 weeks		10.7%	6
Other (please describe)		30.4%	17
Total Respondents			56
(skipped this question)			112

22. Is this leave policy in writing?			
		Response Percent	Response Total
Yes		54.9%	79
No		28.5%	41
Don't Know		16.7%	24
Total Respondents			144
(skipped this question)			24

23. How satisfied are you with your firm/organization's policy regarding this type of leave?			
		Response Percent	Response Total
5 - Very Satisfied		50.3%	73
4 - Somewhat Satisfied		15.2%	22
3 - Neither Satisfied nor Dissatisfied		21.4%	31
2 - Somewhat Dissatisfied		7.6%	11
1 - Very Dissatisfied		5.5%	8
Total Respondents			145
(skipped this question)			23

24. Have you used this particular type of leave?			
		Response Percent	Response Total
Yes		27.6%	40
No		72.4%	105
Total Respondents			145
(skipped this question)			23

25. If you answered yes to question 24, when did you use this particular type of leave?			
		Response Percent	Response Total
Within the last 23 months		62.5%	25
Within the last 1-5 years		27.5%	11
Within the last 6-10 years		2.5%	1
More than 10 years ago		7.5%	3
Total Respondents			40
(skipped this question)			128

26. What was the length of your employment with your firm/organization at the time you used this policy?			
		Response Percent	Response Total
2 years or less		20%	8
3-5 years		32.5%	13
6-10 years		30%	12
11-20 years		15%	6
21 years or more		2.5%	1
Total Respondents			40
(skipped this question)			128

27. How long was your leave under this policy?			
		Response Percent	Response Total
2 weeks or less		62.5%	25
6 weeks or less		22.5%	9
8 weeks or less		7.5%	3
3-5 months		5%	2
6 months or more		2.5%	1
Total Respondents			40
(skipped this question)			128

28. Please select the category that best described your legal occupation at the time you used the policy:			
		Response Percent	Response Total
Partner/Shareholder		17.5%	7
Sole Practitioner		12.5%	5
City/State/County Government		47.5%	19
Associate		10%	4
Federal Government		5%	2
In-House Counsel		2.5%	1
Judge		0%	0
Other (please specify)		5%	2
Total Respondents			40
(skipped this question)			128

29. Is your firm/organization's present policy regarding this type of leave the same as the policy in place when your leave was taken?			
		Response Percent	Response Total
Yes		89.7%	35
No		2.6%	1
Don't know		7.7%	3
Total Respondents			39
(skipped this question)			129

30. How does the current policy differ from that in place at the time leave regarding illness or severe medical condition of a family member was taken?	
Total Respondents	7
(skipped this question)	160

1. Don't know
2. n/a
3. no change
4. It does not differ.
5. Policy has been the same during the entire time I've been employed here.
6. It does not differ.
7. n/a

31. How important are family leave policies to you in connection with making employment decisions, e.g. whether to accept an employment offer, or to search for new employment?			
		Response Percent	Response Total
Very Important		53.5%	83
Somewhat Important		34.8%	54
Not Important		12.3%	19
Total Respondents			155
(skipped this question)			13

32. How could your firm/organization improve its leave policies/the manner in which it handles leave requirements?

Total Respondents

77

(skipped this question)

90

<u>1.</u>	Allow telecommuting; provide at least one month of maternity/paternity leave WITH pay to prevent hardship.
<u>2.</u>	I only accepted the position part time because it allows me to choose my hours. I have to put in 20 hours per week when I choose. They prefer I come in at the same times weekly. But, its flexible. I would not have taken the job otherwise.
<u>3.</u>	Academia is one of the most balanced places an attorney can work with regard to work/home obligations. I understand the bottom line is not the issue, having worked in private practice. This issue is important to a sustainable professional life that supports families, both young children and older parents.
<u>4.</u>	Our firm has nothing formal in writing, but I feel confident that they have been and will be fair under the circumstances
<u>5.</u>	I don't know. The leave act is a decision made by each judge.
<u>6.</u>	The State allows donations of annual leave from other state employees to an employee for necessary medical purposes, but only within the employee's agency. I think employees should be able to donate leave across agency boundaries.
<u>7.</u>	Give me a gazillion dollars and I'll offer up to 365 days a year in family leave for every employee in the firm . This was a total waste of my time. If you want serious input from a male sole practitioner call me. My hourly rate will be \$145 and I require a 1 hour retainer.
<u>8.</u>	COULD BE MORE FLEXIBLE AND ALLOW FOR TELECOMMUTING
<u>9.</u>	No comments on this subject
<u>10.</u>	No. With 5,300 employees in the Company. This Policy works well and the employees are comfortable with a the Policy.
<u>11.</u>	You asked about lawyers, not staff. Improvement would be to have a policy in place for staff -- which I do not.
<u>12.</u>	Put it in writing!
<u>13.</u>	Does not apply, sole owner
<u>14.</u>	Don't punish people for taking parental leave by cutting their salary the following year.
<u>15.</u>	Provide alternatives such as telecommuting, part-time employment, etc.
<u>16.</u>	Put something in writing and make it apply across the board.
<u>17.</u>	This is a small firm owned by husband and wife. Leave policy applies only to secretarial staff as the partners do not fund their own sick leave.
<u>18.</u>	It could put the policy in writing.
<u>19.</u>	We are very flexible due to the size of the firm and its structure. A good attorney will be someone we want to work with to keep on board.
<u>20.</u>	Have a consistent application of the policy for all staff members. Train the managers and require that each interpret the policy the same way
<u>21.</u>	they could act like having a child was a natural part of life instead of a plot to inconvenience them. I have had two kids while at the organization I'm in. 12 weeks was not enough so I had to quit twice and beg and grovel to be rehired at a rate 25% less than I had been making before. However, I realize that, although this sucks, it is a far better policy than most women in the legal profession have to deal with.
<u>22.</u>	I chose to work with this organization expressly because of the flexibility it allows for my employment and balancing child birth and child rearing, and i am extremely happy with this choice and the flexibility it allows in my work schedule. In addition, the organization has shown itself to be very flexible and supportive of

	employees with illness.
23.	I think its leave policies are sufficient.
24.	It would be beneficial for the State to provide information/seminars to managers about the family leave policy and employee's rights to take the necessary time under the FMLA. Some agencies are not receptive to individuals taking family leave.
25.	In my firm, attorneys are paid on the basis of collections, so there is no real need for a policy for attorneys. I think there should be a formal, written policy for staff members on salary.
26.	It could apply the policy in an evenhanded way without undue preference to some over the rest.
27.	Obtain an agreement what the policy is.
28.	give pro-rated credit toward shareholder status for part-time work
29.	Allow more flexibility, including the option to work from home if that is applicable.
30.	I could have done without my supervisor yelling at me for taking two days off when my father died. His callous attitude and his accusations that I had neglected my responsibilities to my clients were totally out of line. His comments were precipitated by his having to sign a motion for a continuance based on my taking two days off following my father's death.
31.	I don't think it can improve. It's a very good, fair policy, which is administered flexibly to meet the needs of employees
32.	Oh, give me a break, folks! I have had three children. When one got sick, I stayed home and missed work. This means I did not get paid that day or those weeks. There is no such thing as family leave for those who are self-employed. Those who worked for me consistently got paid sick days.
33.	An employee gets 6 weeks paid maternity leave, then can use any accrued sick and vacation time too. Then people are open to part-time work. I think this is a good model. The only problem is that there is pressure not to work part-time for very long.
34.	Paid maternity leave would be nice.
35.	I could not possibly be more satisfied with leave policies at my firm. It is more than fair. I have the time I need to attend to important family health issues.
36.	Written policies, and allow for telecommuting. I would like to see family leave (i.e. maternity leave) go to six months, paid or unpaid.
37.	Much of the problem stems from being a small business owner and not being able to afford to have an employee have to leave work for an extended period of time. Not sure how that could be changed
38.	My job is extremely employee friendly. We make any accommodations possible for any employee needing leave.
39.	Put it in writing and be more understanding of circumstances which require a person to take time off from work
40.	The leave taking noted in the questions above was at my previous firm, which had promised leave, but not in writing . . . so when I had cancer and a pregnancy concurrently, they made the leave unpaid and then changed me from salaried to a lower rate hourly employee. I left the firm and am now a sole practitioner. At the job before that, I became pregnant shortly after beginning to work at that medium sized firm. They fired me two weeks after I informed them I was pregnant. The legal profession is a HORRIBLE place to NEED leave time.
41.	have clear policies for employees at all levels
42.	My organization would benefit from a liberal policy of part-time and telecommuting when returning from maternity leave, as experienced, talented people leave here instead. Our organization gets far more behind in work and energy by hiring and training a new employee for a mother or father that leaves than it would for offering the experienced person part-time status and/or telecommuting. We as an agency would be far ahead with a more progressive policy.
43.	Write it down.

<u>44.</u>	We are much more generous with our female employees than with the male attorneys and staff. Our firm is really too small to be giving so much time off with pay. I would like to change the policy to allow 6 weeks of unpaid leave.
<u>45.</u>	Have disability insurance, but I am diabetic and no one will insure me for a reasonable premium.
<u>46.</u>	The problem w/ the government policies is that they look great on paper, but in practice are quite at the whim of supervisors & HR personnel. There is a lot of favoritism in who gets approved for it, even when all the requirements are met.
<u>47.</u>	If we were to make the policy more definite it would be to the disadvantage of the employees. In a small office, there are times when extended leave is simply not feasible, which would mean that a policy would have to be more stringent on leave than we would normally want to be.
<u>48.</u>	As to question 31, it is irrelevant in my situation, but if I was looking for employment elsewhere it would be a critical component that I have the flexibility to be with sick child, etc.
<u>49.</u>	I took this position knowing of the less than appealing leave policies b/c it is part time and more flexible than previous position. Longer leave and some time paid would obviously be better. Prior to this position, I worked at a firm of 50 - 100 attorneys. There I took maternity leave twice - for 8 weeks paid, 3 weeks unpaid. This fell under our FMLA policy. Amazingly women who have c-sections (me) get two extra weeks of paid leave over a regular birth - doesn't seem logical.
<u>50.</u>	It can't.
<u>51.</u>	They do a great job with flexibility and allowing people the time they need.
<u>52.</u>	Provide more direction on what is available through a clear written policy that can still allow for discretion in certain circumstances
<u>53.</u>	Job-sharing
<u>54.</u>	Perhaps put something more concrete into writing, even if were to be fairly broad guidelines or parameters for what is, in part, subjectively decided on an ad hoc basis.
<u>55.</u>	There could be some sort of incentive since they do not provide health insurance. For example, if employed for at least one year, family leave should be paid for at least one month.
<u>56.</u>	By having such policies in place.
<u>57.</u>	12 weeks is reasonable but it would be nice to have up to 6 months for severe circumstances.
<u>58.</u>	Put something in writing - be clear on what's available to whom, instead of making case-by-case spot decisions.
<u>59.</u>	Put it in writing, inform prospective/new employees of the policies.
<u>60.</u>	The maternity leave needs to be longer.
<u>61.</u>	Allow an employee to work reduced schedule if necessary without being penalized.
<u>62.</u>	Given more paid parental leave.
<u>63.</u>	We are currently considering pooling sick leave and vacation time.
<u>64.</u>	Give more annual leave. Provide paid maternity leave of 3 months regardless of whether you have enough sick/annual leave banked.
<u>65.</u>	at least 6 weeks paid leave for pregnancy.
<u>66.</u>	It's tough with billable hours-you either make them up or you don't
<u>67.</u>	Give 12 weeks maternity leave and at least 6 weeks paid maternity leave.
<u>68.</u>	It could improve greatly by having a written policy that is applied uniformly, rather than an ad hoc policy. The firm could greatly improve morale by allowing for flex time and telecommuting, both of which it refuses to allow.
<u>69.</u>	Have it in writing for a prospective employee to review in deciding whether or not to accept an offer of

	employment.
<u>70.</u>	Firm could make compensation system more fair in general with respect to part-time situations. Persons that designate themselves as part-time (women) take a significant pay cut. Others may technically remain full-time but work a part-time schedule (fewer hours than a 'part-time' employee) and do not take a significant pay cut.
<u>71.</u>	There's a great deal of discretion for the District Attorney, which can be wonderful if -- like my current employer -- he also prioritizes family and is flexible and understanding; it can also be very problematic. As an example of the latter, I had another employer who was not flexible and during a somewhat problematic pregnancy (episodes of minor bleeding when I should have been off my feet) AFTER an earlier miscarriage where I needed to worry about saving as much leave time as possible for my maternity leave, I had to just grit my teeth and hope for the best, resting after office hours.
<u>72.</u>	Lawyers do not accrue sick or annual leave. There is a firm policy to provide 9-12 weeks paid leave for family care (including maternity leave), but beyond that, I believe each situation is handled case-by-case, which is somewhat confusing.
<u>73.</u>	We need to address these issues formally, although as a practical matter when a member of our firm needs time off and they can substantiate the need, they get it as long as they need it.
<u>74.</u>	I'd feel more comfortable if they were written down in a policy handbook.
<u>75.</u>	Allow part time employment
<u>77.</u>	Create a written policy.
<u>78.</u>	Put them in writing and consider options such as flex time.