

## MEMORANDUM

**TO:** Lynn Iding, NALP Board Liaison

**CC:** Fred Thrasher, NALP Deputy Director  
Claire Nash, NALP Member Services Coordinator

**FROM:** Amy Ross, Ropes & Gray  
Carrie Weintraub, Holland & Knight

**DATE:** February 2, 2022

**RE:** Third Board Report – Legal Employer Chief Officers Interest Group

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We are pleased to submit our third NALP Board report as co-chairs of the Legal Employer Chief Officers Interest Group for the 2021-2022 year. Despite the holidays, we continued to hold monthly meetings with the group.

### **November Meeting**

During the November meeting, return to office continued to be the primary topic. Several firms had recently returned to the office and shared their experiences. Firms that had asked their workforce to return to the office at least part time shared how they tried to make the office experience positive including providing ready access to food. (At that time, rising COVID-19 infections were not a concern as this call was held just before the rise in infections due to Omicron.) Other firms shared that they had still not returned to the office and were unlikely to do so until January as most firms that have a calendar year fiscal year do not try to avoid major disruptions in the fourth quarter. However, most firms that had not yet returned anticipated that they would return in January.

A couple of firms shared that their firms were considering offering a testing option in lieu of vaccination. That had not been an option at firms previously.

### **December Meeting**

During the December meeting, the group discussed a variety of topics including return to office, COVID-19 testing, and technology support for remote workers.

With respect to return to office, most firms reported experiencing an increase in COVID-19 infections among their personnel. Of the firms that had already returned to the office, some were considering whether to revert back to remote work in light of rising infections. At that time, only one of these firms had had an outbreak related to an in-person meeting. Other firms that were planning a return in January had decided to push back their return dates to February or March or, in some cases, to an unknown date in the future.

With respect to COVID-19 testing, a few firms noted that they had started to send at-home COVID-19 testing kits to personnel to test periodically or before coming into the office or attending an event. One firm noted that they had decided to reimburse for PCR tests upon request for those who preferred that path over at-home COVID tests. A couple of law firms shared the testing suppliers they were using.

With respect to technology support for remote or hybrid workers, several firms reported that they provide a basic at-home set up in addition to another set up in the office for individuals who are working a hybrid schedule. One firm also reported that it provides ergonomic chairs for home office use.

### **January Meeting**

We did not have a set agenda for the January meeting. Instead, we used the meeting time as an opportunity for individuals to raise topics of importance or interest to them. Return to office remained a hot topic. Additionally, we discussed COVID-19 testing and whether firms had decided to go forward, postpone or cancel large in-person firm meetings such as annual partner meetings and the like. The group continued to share beneficial market information with one another.

Our next meeting is scheduled for February 17, 2022.