

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: March 17, 2022

RE: Fourth Board Report – Legal Employer Chief Officers Interest Group

We held meetings in January, February and March this quarter.

Each of our meetings has had consistent themes, mainly discussing return to work and vaccine mandates in each of our offices. In addition, we discuss how many days lawyers and support team members were expected to be in the office and how that was described in firm-wide emails: e.g required, expected, requested, encouraged. We also discussed whether firms were putting limits on the number of people meeting in conference rooms, whether KN95 masks were being required, whether boosters were being required (some firms strongly recommended them, while other firms were mandating them)

January/February Meeting

Remote work requests were discussed as more firms are receiving these. We focused on the complexities of these arrangements including the tax and licensing issues.

Juneteeth was discussed and which day it was being observed this year since it falls on a weekend.

OCI for 2022 – how are people planning to handle callback interviews. One creative idea proposed was scheduling 2 days/week that would be for in person interviews and 2 days/week for virtual interviews. The candidate could select which they preferred.

March Meeting

Board report from Lynne Iding – Board met in February. NALP is in a great financial position. Most conversations from sections/groups discussed the pandemic, burn-out. Nominating process – diverse slate of candidates; voting was done online and very smooth process; selection of NALP's next ED – working with a search firm and finalizing the job description; upcoming conference – healthy number of registrations; President-elect Karl – unveiled his draft business plan; had discussion about that; NALP newsletter just out and copy of business plan is in there for our review.

Vaccination requirements – have any firms lifted requirements? Doesn't seem like any have, although some are contemplating it. Those who are not vaccinated can now come into the office with appropriate testing, but debating when to lift the vax mandate for the office. Most firms are not permitting testing as an accommodation to not being vaxed.

How many days in the week in the office – some 3 days; some 2 days; 8 days/month; Tuesdays/Thursday and one extra day

Remote weeks for lawyers – one firm is allowing the month of August (lawyers and business services who can do their jobs remotely), Thanksgiving, 2 weeks around holiday

Callbacks – most seem to be leaning toward in person; consider vaccination requirements

Summer programs – expectation of summers coming into the office: ranging from Monday – Thursday seems to be standard – flex Fridays. Some firms are applying same rules to summers as they are to lawyers.

Licensing – mix on whether people need to be barred where they're living.

Counsel – how is the promotion process managed? Title changes?

--Counsel title prior to admission to partnership – 6th-8th year title change; some firms do this automatically if you've hit hours, productivity, etc. Some don't make it though if they haven't hit their hours.

--Conscious not to let counsel block the work for more junior attorneys