



Call for Nominations

Nominations for OWBA's Tenth Annual Family Friendly Award
Accepted Until **March 1, 2012**

FAMILY FRIENDLY AWARD GUIDELINES

It is the position of the Ohio Women's Bar Association that the advancement of work-life balance in our profession benefits both lawyers and legal employers. As the ABA Commission on Women in the Profession has noted, what many lawyers want is not necessarily to be "part time" but to have "balanced lives" combined with suitable career development. Thus, in an effort to promote and recognize Ohio firms and employers who promote work-life balance, the OWBA accepts nominations and awards the "Family Friendly" Award to a firm/employer each year.

The OWBA has established guidelines for nominations and selection for the "Family Friendly" Award. These guidelines are set forth below and appear in no particular order. These are not mandatory requirements, but are factors which the OWBA feels are important in establishing, promoting and supporting work-life balance in the legal profession:

- Efforts to recruit, hire and retain female lawyers.
- Women at partnership and management levels.
- Promotes and supports telecommuting. Appropriate work may be completed from home. The firm/employer provides technological support to facilitate telecommuting when appropriate.
- Promotes and supports job flexibility by offering a variety of alternative and creative work arrangements that support work-life balance. Examples include part time, reduced schedules, flex-time, job sharing, and telecommuting. Flex-time options may include allowing employees to work condensed or flexible schedules, such as four-day workweeks, a reduced lunch hour with a shortened work day, and the ability to start and leave early or start and leave later than standard hours.

- Supports balanced hours. Examples include allowing attorneys to work individually tailored, reduced schedules that are designed to meet the firm or employer's business needs while maintaining the attorney's ability to have work-life balance.
- Follows proportionality. Attorneys working flexible schedules should be paid in proportion to the work they are doing, should continue to be assigned meaningful, interesting and challenging work, and should be promoted based on the same criteria as other attorneys.
- Has written criteria for employee eligibility for flexible work arrangements and written criteria for the effect a reduced or flexible schedule has on advancement or partnership track.
- Has a system for tracking data to show the impact, if any, flexibility has on clients or customers as well as employee productivity.
- Respects the employee's schedule, off hours, and family leaves. For example, some effort is made to avoid scheduling mandatory meetings during these times.
- Receptive to and/or has a system in place for working with employees before a leave to map out options for return, while recognizing that decisions are often not made until once leave begins or ends.
- Has a parental leave policy, which may include the following considerations: Three months maternity leave; paternity leave; option for additional unpaid leave; a "phase back" return to work following parental leave (i.e., an employee has the option to return for half days or part time for a designated period of time following leave); equal benefits for adoptive parents.
- Recognizing and supporting other leaves for family needs, such as parental care, and having in place an elder care leave policy.
- Is supportive of breast pumping for new mothers, which may include providing a private location dedicated to needs of nursing mothers.
- Is receptive to taking into account family situations when staffing employees on matters.
- Offers financial assistance to employees with adoption expenses.
- Can demonstrate a pattern of promoting women on part-time/flexible schedules to partner and/or other leadership positions.
- Has family friendly social activities.
- Has reasonable billable hour requirements.

- Has written policies and procedures that address these work-life balance issues and such policies and procedure are applied in a flexible and fair manner.
- Management demonstrates support of these policies and procedures.
- Has a designated representative responsible to act as a liaison with employees and ensure fair implementation of the firm or employer's policies.

Past Award Recipients

Reminger & Reminger Co., L.P.A. (2003)

Bricker & Eckler LLP (2004)

Cuyahoga County Prosecutor William D. Mason and Geauga County Prosecutor David P. Joyce (2005)

Ohio Auditor of State Betty D. Montgomery and Eastman & Smith, Ltd. (2006)

Squire, Sanders & Dempsey L.L.P. (2007)

Cooper & Walinski, LLP (2008)

Calfee, Halter & Griswold LLP and Javitch, Block & Rathbone LLP (2009)

McGinty, Hilow & Spellacy Co., LPA and Ohio Attorney General Richard Cordray's Office (2010)

Perez & Morris LLC (2011)

Any employer nominated previously may be nominated again. Please send written nominations including a 2-3 page statement on how the nominated firm meets the guidelines to:

OWBA's Family Friendly Award

Erica Sherrick, Chair

Ohio Women's Bar Association

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Deadline: March 1, 2012



Nomination Form

Your Name:

Daytime Phone: _____

Email: _____

Name and address of the legal employer you wish to nominate:

Please describe your relationship to this employer:

If you are an employee of this employer, please describe your position with the employer and length of employment:

Name and phone number of a representative of the nominee who would be able to provide details about the nominee's employment policies and practices:

Please explain in detail why you believe this employer is worthy of the recognition for its family friendly policies or practices. Please be specific as to any policies the employer established including, but not

