

9th Annual Balance Symposium, Navigating the Ebb and Flow of a Legal Career, Including Relevant Workplace Laws

Lawyers Club of San Diego September 2015 Luncheon

September 17, 2015 12:05-1:15, The U.S. Grant, 326 Broadway, San Diego, CA 92101

Presented by Kenneth S. Klein and Danielle Moore; Moderated by Jerrilyn T. Malana

- **Welcome:** Lawyers Club President Deb Dixon, re: renew membership, upcoming events (5 min.)
- **Introduction of Panel speakers/moderator:** Danna Cotman/Kelly Gemelli (5 min.)
- **Panel discussion:** Kenneth S. Klein and Danielle Moore; Moderated by Jerrilyn T. Malana (35-40 min.)
 - Legal career is not static –changes as life situations or personal needs change whether it’s family, personal well being, unforeseen circumstances of sick parent/child etc
 - Impact taking time off or reduced time schedule has on retirement (whether reason is child related, personal health related or other family member related)
 - How does HR view this and how to impact HR? How do we overcome this?
 - Ways to minimize the financial impact of taking time off for children, health, sick parent etc.
 - Legal aspects of maternity/paternity leave
 - Disability options - when is it available
 - New sick day leave laws in California
 - Making choices to obtain balance – type of law, size of firm, etc.
 - Types of alternative working schedules available in law firms
 - Pros and Cons of a reduced schedule
 - Other ways to obtain flexibility in working schedule
 - Effect on client and managing those expectations
 - Discussion of the dividend of balancing personal interests with legal career – positive impact on families, personal lives
- **Transition to facilitated Q&A:** Kelly Gemelli (5 min.)
 - Thank speakers and turn over to table discussion
- **Facilitated Q&A:** with table moderators leading discussion (15 min.)
 - What is your current work situation? Full-time, flex time, reduced schedule?
 - What choices have you personally made to achieve your own balance in your career?
 - Is it better to ask for flex time or just do it yourself
 - What is your firm/company’s maternity/paternity policy?
 - What is your firm/company's policy on other types of leave - disability, family leave?
 - What has been the impact on your clients, if any if your took time off? Do you think there is an impact?
 - What type of “help” do you use? Do you have a housekeeper, etc.? do you feel guilty about hiring help.
 - Thoughts on panel discussion
- **Closing remarks and thank you:** Danna Cotman or directly to Deb? (5 min.)