

# Can We Really Do It All? Navigating The Legal, Practical, And Ethical Obligations Of Family Leave, Childcare, Elder Care

**VERIFICATION CODE**

**2025!**

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# Can We Really Have It All?

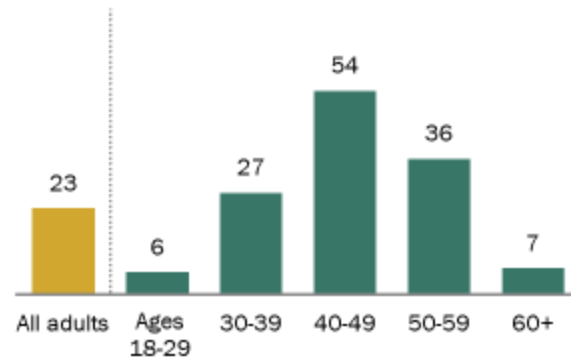




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*% who have a parent 65+ and have a child younger than 18 or have provided financial support to an adult child in the year prior to the survey*



Source: Survey of U.S. adults conducted Oct. 18-24, 2021.

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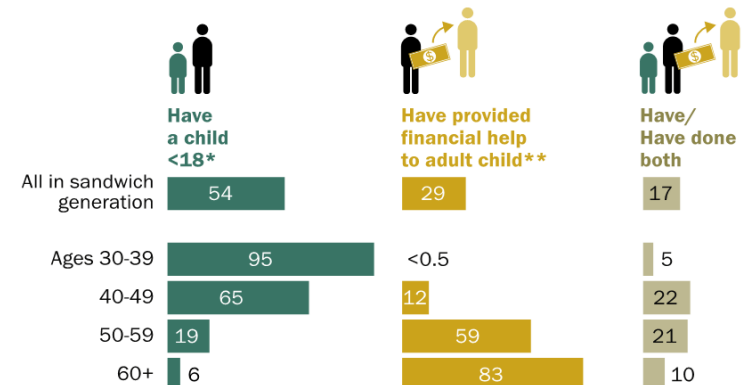
Source: Survey of U.S. adults conducted Oct. 18-24, 2021  
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## About one-in-five 'sandwiched' adults in their 40s and 50s have both a minor child and an adult child they've helped financially

Among those in the 'sandwich generation,' % who have a living parent age 65 or older and ...



\* And have not provided financial help to an adult child.

\*\* And do not have a child younger than 18.

Note: Adults in the sandwich generation are those who have a living parent age 65 or older and are either raising a minor child or have provided financial support to an adult child in the year prior to the survey. There were too few adults younger than 30 in this group to analyze separately.

Source: Survey of U.S. adults conducted Oct. 18-24, 2021.

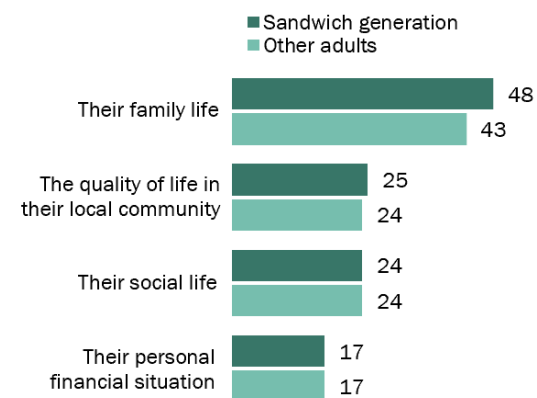
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**‘Sandwich generation’ adults are somewhat more likely than other adults to say they’re very satisfied with their family life**

*% saying they are very satisfied with ...*



Note: Adults in the sandwich generation are those who have a living parent age 65 or older and are either raising a minor child or have provided financial support to an adult child in the year prior to the survey.

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# Impact on Turnover

The number of stay-at-home mothers rose from 15 to 25% between 2022 and 2023.

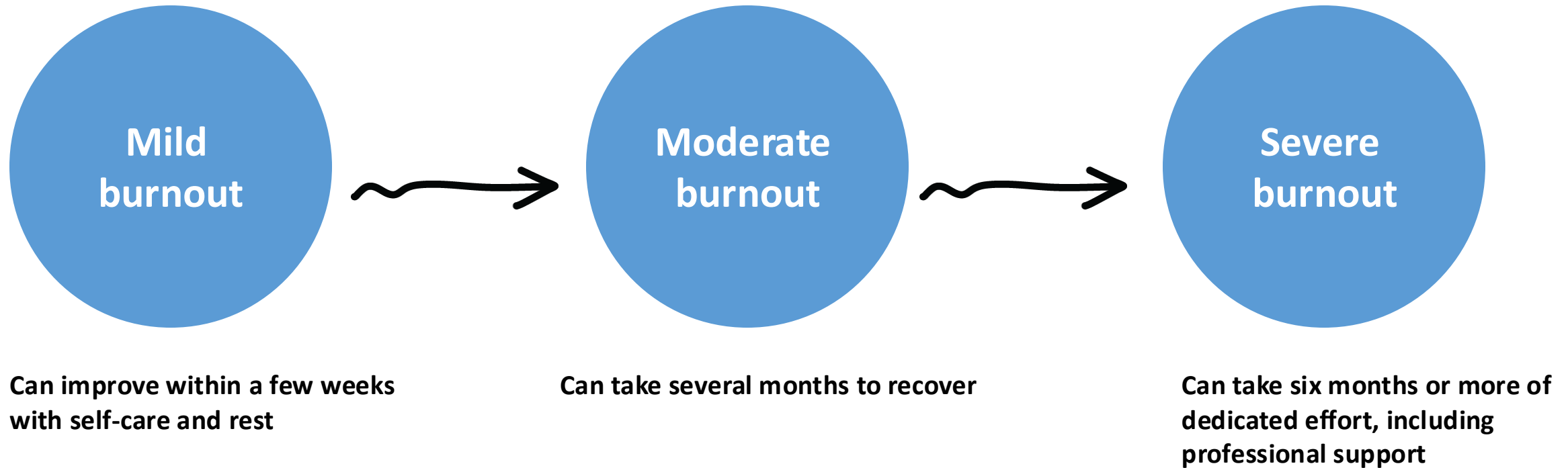
## Why women leave law firms:

- Lack of work-life balance (85%)
- Lack of flexibility (70%)
- Need to stay home with children (24%)





# Burnout





# Burnout Rates Nearly 50% Among Attorneys

OVERALL: -----48%

Ages 25-34: -----58%

Ages 25-44: -----52%

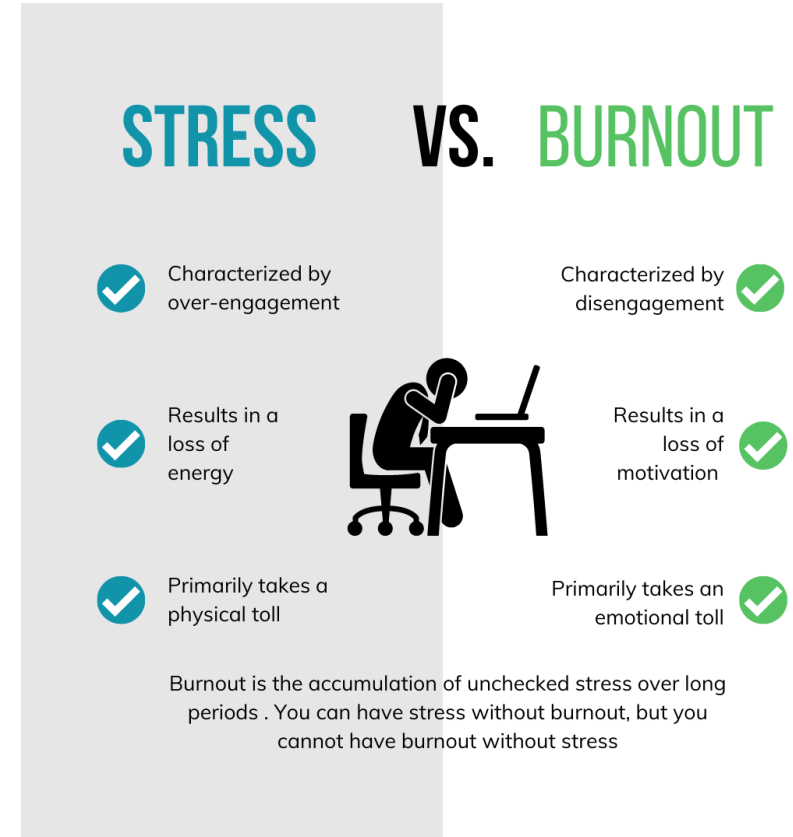
Ages 45-54: 49% -----49%

Ages 55-64: 48% -----48%

Ages 65+: 23% -----23%



# Stress vs. Burnout





# Symptoms of Burnout

**Emotional exhaustion:** Feeling drained, unable to cope, and down

**Disconnect:** Feeling less identified with your job

**Reduced bandwidth:** Feeling like you have nothing more to give

**Physical symptoms:** Pain, gastrointestinal problems, frequent headaches, muscle or joint pain, high blood pressure, and issues breathing

**Behavioral symptoms:** Procrastinating, difficulty concentrating, decreased productivity, becoming isolated, and irritability





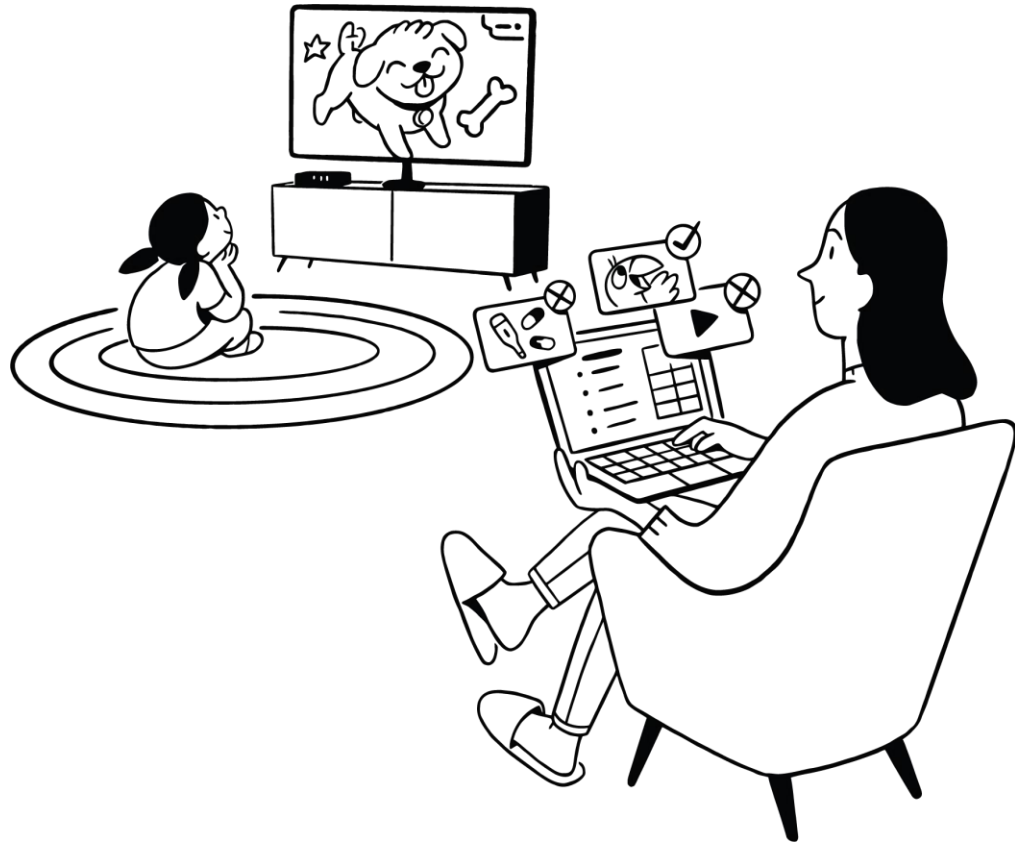
# The Billable Hour Model

“So long as one’s value to a firm is measured in time rather than your output, efficiency, and relationships with clients, there will be an inherent tension between wanting to be the best possible parent, and the best employee possible.”





# Leave



No minimum paid parental leave.

Family Medical Leave Act: 12 weeks, paid or unpaid.





# Alternatives within Law Firm Life



**Sabbatical**

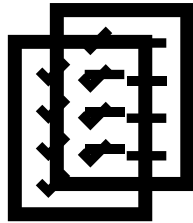


**Part Time**

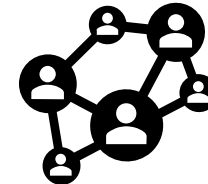
- Difficult/Impossible to make partner



**Remote Work**



**Multiple Billing  
Tracks**



**Non-Partnership  
Track Associate  
Positions**

- Less high-level work
- Substantial pay cut



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