

HAWAII BAR NEWS



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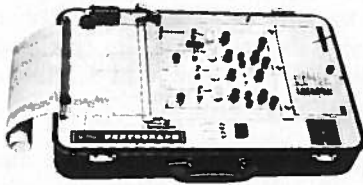
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HWL Receives First Place in ABA/YLD Awards of Achievement Competition

By Laurie S. Adamshick

Hawaii Women Lawyers (HWL) was recently recognized at the American Bar Association annual convention in Toronto as the recipient of a first-place award in the 1987-88 Awards of Achievement Competition sponsored by the Young Lawyers Division of the ABA. The competition presents awards to ABA/YLD-affiliated young-lawyer organizations in several different divisions for projects in service to the public and the bar. Judges considered factors such as the overall well-rounded or balanced nature of the projects, the achievement of goals, the impact of the projects, and the degree of participation by the membership. The selection of HWL for the first-place award in its division was unanimous.

HWL's first-place award in the comprehensive category was based upon the broad range of projects it was involved in during the last year. The most prominent of these projects include the Legal Rights Handbook, the biography project entitled *Early Women Lawyers of Hawaii*, the gender bias survey conducted with the endorsement of the state Judiciary, and the pay equity videotape that aired on KHET's "Rice and Roses" program. HWL extends its appreciation to all of its members and friends whose help with various projects over the past year contributed to the receipt of this award.

One of the noteworthy projects that contributed to HWL's achievement award is the survey on maternity and paternity leave policies of local law firms and government agencies recently completed by HWL's Family Leave Committee. Questionnaires covering family leave, part-time employment, and related subjects were distributed in August 1987 to law firms, corporations, and government agencies. Of the respondents, 10 law firms and three agencies reported that they have adopted a formal policy. Seven law firms had no policy but reported on their actual experiences. Among those law

firms that have adopted a leave policy, the survey revealed that the length of paid leave varies from zero to 12 weeks, with the median length at six to eight weeks (which corresponds for temporary disability insurance purposes to the actual certified period of disability for normal pregnancies). The survey also showed that unpaid leave varies from zero to 20 weeks. Roughly half of the law firms with formal policies stated that leave would have no effect on promotion. Four others indicated that leave would probably delay consideration for partnership and affect salaries, raises, bonuses, and other employment benefits. A report on the results of this survey has been prepared by HWL's Family Leave Committee. Anyone interested in further information concerning the report may contact Ann Burns.

Hawaii Lawyers Care

(Continued from page 7)

hearings such as the Division of Vocational Rehabilitation, the Social Security Administration, and the Department of Education. In protecting those whose rights are being denied because of their disability, P&A seeks administrative and legal remedies as appropriate. Other services include education, training, and public awareness of issues.

The agency, established in 1977, receives federal and state funds as well as private grants and individual contributions. It is part of the National Association of Protection and Advocacy systems, headquartered in Washington, D.C. The Executive Director, Patty Henderson, serves on the national board and coordinates services in the Northwestern Region of the U.S., including outreach to the Pacific jurisdictions.

Their telephone number is 949-2922; toll-free neighbor island callers should ask the operator for Enterprise 7777. TTY/TDD communication is also available for hearing- and speech-impaired clients.