

---

# The Kentucky Supreme Court should adopt a new Kentucky Rule of Civil Procedure requiring a parental-leave period for attorneys who are new parents.

---

The enactment of a parental-leave period for male and female attorneys alike provides a continuance of all court matters, as well as discovery, due to the birth or adoption of a child, or the placement of a child through foster care. An attorney, regardless of gender or counsel status, is entitled to a parental-leave period pursuant to the proposed Parental Leave Continuance Rule.

## WHY IT'S IMPORTANT

The establishment of a parental-leave period for new parents will have positive implications for the parents, the clients, the courts, and the entire legal profession.

### MOTHER AND CHILD

- a. Women and people who give birth need time to physically recover. A medically uncomplicated birth requires between six and eight weeks of recovery time.
- b. Mental and emotional health is benefitted by close contact between mom and baby.
- c. Time away from a baby can negatively impact an individual's ability to breastfeed.

### FATHER

- a. Fathers are equal caregivers and should be given every opportunity to bond with a new baby.
- b. Having men take parental leave reduces the stigma associated with new parenthood status, resulting in increased female labor-force participation and wage equity.

### JUDGE

- a. A Rule provides continuity across the Commonwealth regarding requests for parental leave.
- b. Requires sufficient notice of parental-leave period by counsel to minimize impact on a judicial calendar.

### CLIENT

- a. Clients won't risk losing counsel and the attendant disruption and lost time associated with new representation.

### FIRM

- a. Maintaining continuity of counsel ensures best outcomes for clients.
- b. Firms are supporting legal requirements under the Family Medical Leave Act and fulfilling commitment to work-life balance and diversity goals.

### LEGAL PROFESSION

- a. The legal field can adjust to be more inclusive and compassionate to its members.

## WHY IT'S NECESSARY

Many attorneys feel discouraged to ask for a parental-leave period fearing unequal pay, less opportunity for promotion, low-quality work assignments, and lack of access to mentoring and networking opportunities, among other reasons. Having a presumptive parental continuance rule in place affirms the importance of work-life balance for practitioners and mitigates the harmful professional bias against individuals wanting to grow their families.