

Women Lawyers of Utah — Welcome!

As president of the board of member of the Utah House of 20th anniversary last year. In it's Women Lawyers of Utah, I would Representatives. Women have 21st year, our goal is to look like to welcome and invite all attained powerful positions, as toward the future of women in the WLU members and the new judges, partners in law firms, and legal profession and remind you members of the bar, to participate politicians. At the same time, that WLU is here to serve you. As in WLU. This year looks to be an women are taking the initiative to such, we welcome your ideas and exciting one, as WLU builds on work at home, work part-time, hope that throughout the year you the traditions of the past and create their own law firms and will take the time to speak with creates new connections among restructure the traditional law firm members of the board about what the women in our profession. environment. Women are entering we can do to improve WLU. We

Women attorneys have made the practice of law in record also hope you visit our web site at great strides. This year, for the numbers, as forty to fifty percent www.utahwomenlawyers.org, first time in Utah's history, we of students admitted to law school which contains information about have a female Chief Justice of the in Utah are women. These upcoming events, articles, Utah Supreme Court, Justice examples demonstrate what announcements, a downloadable Christine M. Durham and female women attorneys can achieve and membership application, and a president of the Utah State Bar, WLU exists to sustain that feedback function. I hope being a Debra Moore. Patrice M. Arent, progress. member of WLU will provide you the 2002 Christine M. Durham WLU is a distinguished with the opportunity to meet new Woman Lawyer of the Year, is a organization, which celebrated it's

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“How to Become a Judge,” a CLE Presentation

Sponsored by the Women Lawyers of Utah and Utah Minority Bar Association
at the Annual Utah State Bar Convention

Saturday, June 29, 2002

Lauren R. Barros

Yvette Donosso Diaz

On Saturday, June 29, 2002, the Women Lawyers of Utah (“WLU”) and the Utah Minority Bar Association (“UMBA”) co-sponsored a presentation at the Sun Valley Bar Conference on “How to Become a Judge.” Chief Justice Christine M. Durham, Michael D. Zimmerman (Former Chief Justice), Judge Howard H. Maetani, Judge Denise P. Lindberg, S. Camille Anthony (Executive Director, Department of Administrative Services, State of Utah), and Charlotte L. Miller (previously a member of the Judicial Nominating Commission) provided valuable insight on the steps and criteria

for becoming a judge in Utah. The WLU and UMBA sponsored this presentation with the hopes that more of its members will apply for and become judges.

The panel first addressed disqualifying factors for judgeships. For example, a criminal record (even just a D.U.I.) or a mortgage foreclosure could doom an application for a judgeship. The panel also recommended that judicial applicants get a copy of their credit report and fix any problems prior to submitting their application. The panelists next addressed the application process. The entire nominating process lasts about six months from the time of the opening of the judgeship to the time of appointment. The

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WLU Event Calendar

October 18-19 2002	WLU Annual Fall Retreat at Deer Valley.
November 2002	Women's Law Caucus Social.
January 2003	WLU Ski Afternoon
March 2003	WLU banter with the Bench

Women Lawyers of Utah

President's Message (Continued from page 1)

people, find a mentor, network with other attorneys, and enjoy your profession a little bit more.

Upcoming WLU events include:

- Sept 2002 - Breakfast Meeting with Jim Matheson
- Oct 18th and 19th, 2002 - WLU Deer Valley Retreat
- Nov 2002 - Women's Law Caucus Social
- Feb 2003 - Banter with the Bench
- Apr 2003 - Spring Fireside - Chief Justice Durham

Our first event for the year will be a Breakfast Meeting with Jim Matheson. This meeting gives WLU the opportunity to have a voice in the political arena. It is important for women attorneys to weigh in on political issues, so please join us for breakfast.

I also encourage everyone to attend the annual Fall Retreat on October 18th and 19th. The retreat will held at the Chateau at Silver Lake Lodge in Deer Valley. Our main speaker will be Kate Kendall, Esq.. Ms. Kendall practiced corporate law in Utah, then oversaw the legal department at the ACLU of Utah as their staff attorney. Currently, she is the Executive Director of the National Center for Lesbian Rights in San Francisco. She is a fantastic speaker who will provide a fresh, national perspective on issues women face in the legal profession and on how women are treated by the law.

In November, we will hold the Women's Law Caucus Social, where WLU members can become a mentor to new lawyers and women law students from both the University of Utah and BYU Women's Law Caucus groups. The Banter with the Bench, held in February, is a wonderful opportunity to have lunch with the female judges and hear their perspective in an informal setting. April brings our Spring Fireside, with Chief Justice Christine Durham, who announces the Woman Attorney of the Year.

WLU plans these events so women attorneys can have a comfortable forum in which to interact, share their expertise, and mentor one another. Truth be told, it is also a lot of fun. So, invite your attorney

friends and join us at this year's events. On behalf of Women Lawyers of Utah, we look forward to seeing you there.

Dianna Cannon,



Grapevine

Congratulations to **Jennifer Hyde** who has been elected to the Board of the National Conference of Women's Bar Associations.

"How to Become a Judge" (Con't from page 1)

first step is to complete the lengthy application (28 pages long). Applicants are asked to list, for example, twenty attorneys they have worked with as opposing counsel, as well as to provide references. In this respect, it is important to contact people the applicant knows well, as opposed to people who might be more prestigious, but who will not give the applicant a good reference.

The initial applications are next reviewed by the Judicial Nominating Committee of the respective district. Eight individuals sit on every Judicial Nominating Committee - they are comprised of the Chief Justice and seven members of the community, who are not all attorneys. The attorneys and citizens who sit on the Judicial Nominating Committee are all appointed by the Governor. However, the Bar does review applications of attorneys and submits names to the Governor's office for appointments to the

Committee.

Although it is not appropriate for the applicant to contact members of the Committee or the Governor directly, it is however, appropriate for others to contact members of the Judicial Nominating Committee for the purposes of endorsing the applicant. It is important, when contacting members of the Committee, to provide them with specific criteria showing why the applicant would be a good judge.

During the first meeting of the Judicial Nominating Committee, there is usually a public comment period. This is the time when persons from the community or organizations can address the Judicial Nominating Committee. This would be a good time for members of the Women Lawyers of Utah to address the Committee and emphasize the importance of choosing applicants who have diverse and unrepresented backgrounds, such as women and minorities.

Usually the interview before the Judicial Nominating Committee lasts twenty to thirty minutes. It is important during this interview to address the biggest weakness in the application. For example, lack of trial experience, or issues with the applicant's credit should be addressed. The applicant will probably also be asked why she wants to be a judge. This is additionally a good time to address presumptions that the Committee may have about the application. For example, Committee members may have presumptions that younger attorneys are looking for a raise or that older attorneys are seeking a comfortable place to retire. It is also important to address why the applicant likes the practice of law.

The Judicial Nominating Committee looks for a variety of experience and the ability to learn

SLC Maternity Leave Policies as of October 7, 2002

Firm	Paid Leave	Unpaid Leave	Other
Ballard Spahr	12 weeks	12 weeks	
Bendinger Crockett*	12 weeks		
Berman Gaufin	Depends on years with firm: 1 year: 4 weeks 2 years: 6 weeks 3 years: 8 weeks Includes paid vacation time.	4-8 weeks (12 weeks total paid and unpaid)	
Cohne Rappaport*	None	12 weeks	Thereafter 6 months at 20
Holland & Hart	8-12 weeks	12-16 weeks (24 weeks total paid and unpaid)	
Holme Roberts & Owen	60 days	4 months	Billable credit (40 hrs per week) given for leave taken
Lebouf Lamb	<ul style="list-style-type: none"> • 12 weeks, plus disability as needed before and after • Plus accrued paid vacation at end of maternity leave if approved by office lead attorney • Secondary care giver may take up to 2 weeks paid leave within 6 months after 		
Kirton McConkie	No formal policy		
Manning Curtis*	4 weeks	6-8 weeks	Part-time available after leave (paid per hour billed)
Parr Waddoups	Depends on years with firm: 0 to 3: 6 weeks 4 to 5: 9 weeks	case by case	
Parsons Behle & Latimer	6 weeks	6 weeks (or on case-by-case basis)	
Salt Lake County District Attorney	None	6 weeks (plus 6 weeks under FMLA)	
Snell & Wilmer	6 weeks	<ul style="list-style-type: none"> • 6 weeks (if attorney has a medical certification that leave is needed because of attorney's health, entire 12 weeks is paid) • Short term disability policy may pay some 	Must have worked at S&W for more than one year
Stoel Rives	8 weeks	Case by case	
Trask Britt	No formal policy		
Utah Attorney General	None	12 weeks in each 12-month period	Must have worked at AG for
Van Cott	If 1700 billable hours logged in previous 12-month period: 6 weeks paid per 24-	case by case	
Wood Crapo*	4 weeks, case by case	case by case	Flexible part-time, work-at-home and baby-at-work options available
Workman Nydegger	No formal policy		

Notes: *Firm has no formal maternity leave policy. Chart shows maternity leave arrangement with individual attorney(s). All information obtained from attorneys at firms or public reports. Chart reflects information reported. Firms may provide additional benefits not described (e.g., FMLA unpaid leave).

DISCLAIMER: This Newsletter is meant to inform, educate, and support the women lawyers in Utah. Articles reflect the opinion of the author and do not necessarily reflect the opinions or positions of WLU or its Board. *We gladly accept submissions for publication about issues or events of interest or importance to you.* We will publish position pieces by candidates for bar positions who are fully paid members of WLU, but do not endorse any candidates for Bar positions or other public office. WLU reserves the right to refuse to publish any item for any reason.

Membership Application

Any person who is a graduate of or a student at an accredited law school or a member of the Utah State Bar is eligible for membership in WLU. At present, we have approximately 275 members. The benefits of membership include a quarterly newsletter, social gatherings and a vote on important issues. Mail this form and your check to:

WLU, PO Box 932, Salt Lake City, UT 84110

NAME: _____
TELEPHONE: (home or office): _____
MAILING ADDRESS (home or office): _____
Email Address: _____

LAW SCHOOL & YEAR OF GRADUATION: _____

UTAH STATE BAR NO.: _____
AREA(S) OF PRACTICE: _____

DUES SCHEDULE:
In practice < 3 years: \$30.00
In practice 3+ years: \$40.00
Law Students: \$15.00