

Eliminate Vacation Policies for Attorneys

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This article does not advocate eliminating time off for attorneys, but suggests only that application of formal vacation policies to attorneys ought to be reconsidered. Under some state laws, vacation time accrues and the value of unused vacation time must be paid upon termination of employment.

Law firms can eliminate this unintended severance benefit for departing attorneys, however, simply by providing that attorneys will no longer be eligible to accrue vacation time. If a firm chooses to eliminate its vacation policy for its attorneys or other employees, it must provide written advance notice to all affected persons.

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James J. McDonald, Jr.
Partner
949.851.2424
Email