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November 14, 2018

***Re: In Re: Amendments to the Florida Rules of Judicial Administration – Parental Leave Case  
No.: SC18-1554***

To whom it may concern:

As a solo practitioner, and a new mother, I write to firmly support the proposed parental leave provisions and the work of the Florida Bar in promulgating the rule. The lack of clear process that exists today creates stress for a solo practitioner who is expecting, or has, a baby. It is time there are clear procedures that more appropriately articulate the continuance process.

I can tell you that working attorneys who have children strive to balance workload, manage stress and a life changing event with the best grace they can muster under the circumstances. I write this today while sitting in a full day meeting, my 4-month old in nanny care in a City two (2) hours away from my home because it was not possible to find another care situation this week for our family. I had a relatively uncomplicated pregnancy, up until the end when I had to deliver my child via emergency c-section ten (10) days early. I took a conference call that morning. I took a conference call two days later while checking out of the hospital. I took my newborn to the office many days to continue a regular breast-feeding schedule. I have scheduled conference calls around nap times that just simply didn't result in a nap or stress-free call.

I've read some of the comments submitted on this Rule characterizing the request for parental leave as "voluntary" and "thrust upon third parties". This simply ignores the realities of having a child and caring for that infant at the most critical time. This attitude also ignores common circumstances such as restricted travel or any specific medical requirements of the mother and child. I read one comment submitted calling this a "coddle the attorney" rule. Clearly the author of that rule comment has not had a child or cared for one in its first three (3) months and insinuates that a pregnant or new mother, and working attorney, many of which are solo practitioners, is sitting around eating bon bons or enjoying a spa day. As attorneys, we typically crave clarity in process and precedent. To see comments opposing this type of rule, as if suggesting the status quo is acceptable, is truly disheartening.

The proposed Rule provides a strong presumption in favor of granting such a continuance for a 3 month period and it is warranted to avoid "creative" arguments that somehow a pregnancy, delivery and care for an infant child can be used intentionally to avoid attorney responsibilities or somehow be part of a case strategy.

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The proposed rule provides a needed presumption in procedure. It clarifies process. It provides a clear path forward and I support it. For any further questions regarding these comments please do not hesitate to contact me. Thank you.

Sincerely,

*Erin L. Deady*

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Erin L. Deady, Esq.

President, Erin L. Deady, P.A.

#### **CERTIFICATE OF SERVICE**

I HEREBY CERTIFY that a copy of the foregoing has been electronically filed in compliance with Florida Rule of Judicial Administration 2.520 or Administrative Order AOSC13-7 and furnished via electronic mail to Committee Chair Eduardo Sanchez at [eduardo.i.sanchez@usdoj.gov](mailto:eduardo.i.sanchez@usdoj.gov), and Bar staff liaison Krys Godwin at [kgodwin@floridabar.org](mailto:kgodwin@floridabar.org) on this 14th day of November, 2018.