

## Law Firm Adopts 3-Day Work Week and Ties Attendance to Compensation

Law firm Sidley Austin is threatening to reduce the bonuses of its midlevel associates if they do not spend enough time in the office, according to a report by Bloomberg Law. The firm has asked all its lawyers and staff to come into the office and embrace the collaborative culture that Sidley is known for. The statement released by the firm says that their policies reflect those of their clients, who are back in the office.

A survey of the nation's 100 top-grossing law firms by Savills' legal tenant practice group shows that three days per week in the office has become the norm in the industry. The survey results show that 55% of the firms responding to the survey encourage attendance in the office, while 41% mandate attendance. The survey further shows that 33% encourage three days in the office, 7% mandate two days, and 34% mandate three days. 4% of the firms surveyed said their policy varies by market.

Firms have also introduced "anchor days," where every team member is expected to be in the office on specific days. The most common anchor days are Tuesday and Wednesday. The survey was responded to by one-third of the Am Law 100 firms.

Sidley Austin paid seniority-based bonuses last year that ranged from \$20,000 to \$115,000. The firm's use of the threat of reduced bonuses to get its associates back in the office highlights the importance of in-person collaboration for the industry. With many law firms embracing the three-day-per-week in-office model, the legal industry is moving towards a hybrid working arrangement where associates can work from home and have a solid in-office presence.

In conclusion, the legal industry's embrace of the three-day-per-week in-office model reflects the importance of in-person collaboration. The survey results show that most firms either encourage or mandate attendance in the office, with three days per week being the most common. Firms have also introduced anchor days to ensure that all team members are in the office on specific days. The use of the threat of reduced bonuses by Sidley Austin highlights the importance of in-office collaboration for the industry and the need for a hybrid working arrangement that provides associates with both flexibility and a robust in-office presence.

### REFERENCES:

**As more law firms adopt 3-day-per-week schedule, one ties attendance to cash**

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