

Equal Justice

NEWSLETTER OF THE NYS JUDICIAL COMMITTEE ON WOMEN IN THE COURTS



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Modified Work Schedules Make Life Easier for Court Employees

- A management analyst's mother, who has been battling Parkinson's for a number of years, has taken a turn for the worse. A home health worker takes care of many of her mother's needs, but nutrition has become an issue. The management analyst wants to be available in the early evenings to feed her mother dinner and make sure she is eating. She would like to work from 8:00 AM to 4:00 PM instead of 9:00 AM to 5:00 PM.
- A senior network technologist's two-year old son is just starting day care. His wife can drop off their child in the mornings, but, for the first month or two, he would like to pick him up in the evenings. He is willing to take a temporary cut in pay and benefits if he can leave work by 4:00 PM each day and work a reduced schedule rather than 35 hours a week.
- A court attorney who is expecting a third child hears of another attorney who is feeling overwhelmed caring for a child with developmental disabilities. The attorneys meet and decide they would like to explore a job-sharing arrangement.
- A court analyst wants to take a course in web design and management at a community college. The class meets from noon to four on Wednesday afternoons, and she would have to leave by 11:30 to get to the class on time. Ideally, during the semester, she would like to start work at 8:30 AM each day and, on the days she does not have class, stay at work until 5:30 PM so that she can maintain a full-time schedule.
- A court officer is facing chemotherapy for breast cancer. She wants to keep working, but she will need three days off once every two weeks.

All of these employees may be able to have the schedules they need to make their work lives fit better with their family and personal lives. Since 1990 the Unified Court System has had policies in place that allow courts and employees to experiment with alternative work schedules. In addition, in certain circumstances the Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act may be of some help to employees struggling with family or health problems. The UCS has found a flexible approach to work schedules often allows the court system to expand its pool of candidates for jobs while retaining valued employees, boosting morale, and creating a loyal work force.

Of course not all requests for modified work schedules can be granted. Each employee and each job is different, and when requests are considered the operational needs of the courts are paramount.

If you are considering asking for a change in your work schedule to accommodate your personal, family, or health needs, you should sit down with your supervisor or an appropriate manager to discuss all of your alternatives. The Employee Relations Office is also available to answer questions. For further information, you might explore:

- UCS'S POLICIES FOR DISCRETIONARY ALTERNATIVE WORK SCHEDULES
<http://courtnet.org> Go to **OCA** Go to **Human Resources** Go to **Time Management** Go to **AWS**
- UCS'S POLICIES ON PART-TIME WORK AND JOB-SHARING
<http://courtnet.org> Go to **OCA** Go to **Human Resources** Go to **Part-time Work and Job-Sharing**
- THE AMERICANS WITH DISABILITY ACT (ADA)
<http://www.courts.state.ny.us/accessibility>
- The Family and Medical Leave Act (FMLA)
<http://courtnet.org> Go to **OCA** Go to **Human Resources** Go to **Family and Medical Leave Act**

NYC Report Finds that the Number of Women Killed by Intimate Partners Remains Stable Despite Dramatic Decreases in the Overall Number of Women Killed

The number of women killed in New York City has gone down dramatically in the past decade, but the number of women killed by intimate partners has remained virtually the same, according to a recent report from the New York City Department of Health. During that time the total number of femicides dropped to half while the number of intimate partner femicides remained stable. Women killed by intimate partners account for a third of all women killed in New York City between 1995-2002.

The report also found that, compared to other female homicide victims, victims who are killed by intimate partners are far more likely to be foreign born – 51% of the intimate partner femicide as opposed to 35% of the others. Also, they are more likely to be younger and minorities than other victims.

Almost all intimate partner femicides are committed by men. Over the course of the study only 3 of the 339 perpetrators of intimate partner killings were women.

Many of the men who kill their intimate partners in New York City also kill themselves. In the Department of Health study, 25% of the perpetrators of intimate partner killings committed suicide after killing their partner.

“The rate of intimate partner femicide has remained fairly stable from 1995-2002, with a slight increase in 2002 indicating that intimate partner femicide remains a major public health issue in New York City.”

NYC Department of Health: Femicide in New York City: 1995- 2002.

http://www.nyc.gov/html/doh/downloads/pdf/ip/femicide1995-2002_trends.pdf

New Edition of the *Lawyer's Manual on Domestic Violence* Available

The Fourth Edition of the *Lawyer's Manual on Domestic Violence: Representing the Victim* is now available for distribution. Published by the Appellate Division, First Department and edited by Jill Laurie Goodman and Dorchen Leidholdt, the volume brings together chapters on the legal and practical problems of representing victims of domestic abuse.

For copies, contact
womeninthecourts@court.state.ny.us

Judicial Education Program on Prostitution and Trafficking Presented in November

The Judicial Institute hosted a half day program on Prostitution, Trafficking and Domestic Violence: Understanding and Innovation on **November 18, 2005**. The program brought together national experts and judges to discuss the dynamics of prostitution and trafficking, the interplay of domestic violence and prostitution with domestic violence, and innovative programs within New York's courts.