Support for Working Parents

TOM FITZGERALD, WINSTON & STRAWN CHAIRMAN

“Our policies provide a meaningful level of support and enable our attorneys and staff who are parents to continue to advance in their careers.”

WHY CHOOSE WINSTON?

Winston & Strawn offers the most progressive and expansive working parents program in the industry. This reflects our commitment to the development and engagement of our attorneys over the long term, as they go through different phases of family life.

Our working parent program is truly gender neutral, recognizing that both women and men want to play an active role in the lives of their kids—and that women do best in organizations where both women and men take parental leave.

HUFFINGTON POST, MAY 18, 2016

“This Big Law Firm Just Stepped into the 21st Century...This is a pretty big deal in the legal industry.”

Parental Leave Benefits

20 weeks of paid parental leave for mothers and fathers to care for and bond with a newborn or newly adopted child.

- The 20 weeks can be taken in one or two increments during the first year
- This benefit does not depend on whether the caregiver identifies as “primary” or “secondary”—a distinction that we believe does not reflect reality for modern, two-career families
- Winston received Family Leave category honors in Yale Law Women’s “Top 10 Family Friendly Firms of 2017” survey.

Parental Leave Transition Support Program that includes:

- Parental Leave Liaison (PLL), a partner who serves as a resource for attorneys preparing for and returning from family leave
- Reduced hours targets during “ramp-down” and “ramp-up” periods
- Confidential coaching services for attorneys who are new parents

A key element of this program is the PLL partner resource, designed to provide clear and consistent information to attorneys to help them announce and plan their leave, and navigate their return to the firm afterward.
Flexible Work Arrangements
We recognize that in addition to their strong commitment to practicing law, attorneys have family responsibilities and may sometimes want – or need – to work a reduced hours schedule for a period of time.

Under the firm’s Reduced Hours Guidelines, any Winston lawyer in good standing may request to work on a reduced-hours basis. Attorneys working reduced hours have access to the same benefits as full-time attorneys, and those who have worked or are working reduced hours remain eligible to be promoted to partnership.

The program includes a “true-up” feature designed to ensure that a reduced-hours attorney who overshoots his or her target is compensated fairly.

Our Reduced Hours Liaison is a partner who counsels attorneys considering a reduced hours work schedule, assists with their reduced hours plan, and serves as a resource.

Other Working Parent Benefits

- Low-cost backup childcare program
- On-site nursing rooms
- Milk Stork® assistance in shipping milk home during business travel
- Flexible vacation time policy
- Life, medical, vision, disability, and dental insurance
- Medical benefits covering IVF costs
- Same-sex domestic partner benefits
- Dependent care flexible spending account

SEAN WIEBER, CHICAGO PARTNER
“The (paid!) opportunity to unplug from my daily work schedule and make bonding with my kids my sole obligation was too good to pass up.”

For nine years in a row, Winston has scored 100% on the Human Rights Campaign’s Corporate Equality Index and is recognized as a “Best Place to Work for LGBT Equality.”

Chambers USA named Winston the 2017 “Outstanding Firm in Advancing Gender Diversity and Inclusion”

The Diversity & Flexibility Alliance named Winston a winner of its inaugural 2017 Flex Impact Award in recognition of our gender-neutral parental leave policy.

Please visit winston.com for additional information.