

## Winston's Parental Leave Program Recognized in 2017 Yale Law Women Report

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Winston & Strawn was recognized in Yale Law Women's (YLW) "Family Friendly Firms 2017 Report" as one of the top law firms in the Family Leave category. In this annual report, Winston was honored for its achievement in providing the greatest number of weeks offered to associates for caregiver leave. YLW is a non-partisan organization committed to advancing the status of women at Yale Law School and in the legal profession at large.

In May 2016, Winston launched a new [gender-neutral parental leave program](#) that addressed elements vital to the advancement of parents in the legal industry and generated headlines throughout national business and legal publications.

Under the new policy, U.S.-based attorneys—regardless of gender—may take 20 weeks of paid parental leave for child care and parent-child bonding, to be taken in one or two increments within the first year after the child arrives. Parents are not required to designate themselves as primary or non-primary caregivers—a distinction that does not reflect needs and experiences of individuals in two-career households.

In addition, Winston offers a Parental Leave Transition Support Program to assist attorneys who take parental leave. The program includes: 1) a Parental Leave Liaison to assist attorneys in preparing for and returning from parental leave, 2) confidential career coaching services, and 3) "ramp-down" and "ramp-up" periods during which an attorney's billable hours targets are adjusted to aid in the transition.

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