

Milbank Work/Life Balance

We want to provide the best possible work environment for our lawyers. Supporting flexibility helps us meet the needs of individuals, the Firm and our clients. Our umbrella of work/life balance policies include the following:

- Full-time Flex-Time and Reduced Hours – The Firm recognizes that some associates may want or need to work either full-time flex-time, or reduced hours in order to balance other factors in their lives. Currently there are 20 lawyers, including 3 partners, with these arrangements. Associates in good standing with at least 1 year of legal experience are eligible for full-time flex-time or reduced hours schedules.
- Partner coordinator for flexible work arrangements.
- Extended Personal Leave and Re-Entry – At some point in the career of an associate, he or she may want or need to take an Extended Personal Leave with the expectation of returning to the Firm. Our policy allows associates to take an unpaid leave for reasons relating to child or family care, or other circumstances, for up to 5 years.
- Child Birth/Child Care Leaves – Lawyers are encouraged to take advantage of our paid child care leaves for new mothers and fathers. A transitional child care policy for primary caregivers returning to work also enables associates to work an abbreviated schedule for up to 2 months immediately following child care leave.
- Emergency Back-up Child Care – The Firm has retained the services of a back-up child care center in our U.S. offices that provides working parents with a safe, convenient alternative when their regular childcare arrangement is unavailable due to illness or other unforeseen circumstances.
- Mother's Rooms – We understand the needs of working mothers and want to do all that we can to make their experience as uncomplicated as possible. One way we achieve this is through the Mother's Rooms in our New York and Los Angeles offices. These dedicated spaces are available for attorneys and staff who continue to breastfeed after returning to work. (Arrangements for mothers in other offices are made on an individual basis.)

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