

## Miller Canfield Announces Expanded, Gender-Neutral Family Leave Policy

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Miller Canfield has announced that it has expanded its parental leave policies to allow additional time for mothers to recover from childbirth, and to include paid time off for new fathers and adoptive parents.

Under the new policy, which applies to all attorneys and paralegals, mothers and fathers are entitled to 10 weeks of paid leave following the birth of a child or the placement of a newly adopted child, in addition to any birth-related disability period. The policy will result in a minimum of 16 weeks of paid time off for birthing mothers.

“As a leader in the area of workplace inclusivity, we feel that it is important to offer the most extensive gender-neutral parental leave benefit in our market,” said Miller Canfield CEO Michael McGee. “Regardless of whether a new parent is a mother or a father, or whether the parent has given birth to a baby or has welcomed a child into the family by way of adoption, it’s critically important that new parents have the time they need to adjust before they return to work.”

Miller Canfield is recognized as the only firm in Michigan, and one of just 51 nationwide to meet the high standards required to earn Mansfield Plus Certification from Diversity Lab, the leading incubator of innovative solutions to foster diversity and inclusion in law firms. Miller Canfield was one of the top firms nationwide to pilot the Mansfield Rule, which required firms to affirmatively consider women and minority attorneys for promotions and firm governance roles. It later expanded the rule to include LGBTQ attorneys, and in 2019 and 2020 includes candidates with disabilities.