



**ArentFox
Schiff**

Supporting Your Leave: Information for New Fathers

At ArentFox Schiff we recognize that becoming a new father is a transformative experience. Having a baby is truly a life changing event – caring for and bonding with a new baby, new life perspectives and priorities, and planning for return to work.

Supporting your well-being and transition back to work as a new father is a priority for the Firm. That's why we offer the following plans and programs to new fathers.

Live *well*



Leave FLEX Program

New fathers who return from Parental Leave may work at 80% of their pre-leave schedule for up to 40 business days. Plus, you will receive 100% of your pre-leave compensation during this FLEX period – and your creditable hours during the FLEX period will be annualized to reflect the reduced work schedule.

After the 40-business day post-leave period ends, you may also request a reduced hours schedule and pro-rated compensation, subject to approval by your Practice Group Leader and the Firm-wide Managing Partners.



Mindful Return

This 4-week online program, designed specifically for working fathers, was created by a working parent and a lawyer who experienced the return from leave. Mindful Return will provide tools to help you confidently navigate going back to work after baby. Courses are held on a periodic basis and require registration.

For more information, visit www.mindfulreturn.com. To register for a Firm-paid course, contact Patricia Griffin at 312-258-4542 or patricia.griffin@afslaw.com.



Backup Child Care

Through the Bright Horizons program, you have access to 25 days of care per dependent per calendar year for in-home or center-based care for your child(ren) – all with reasonable copays!

Plus, as a new parent, you have an additional 5 days of back-up care to use during your child's first year. When calling to reserve these extra days, reference your Return to Work Days. You also can find nannies through the Bright Horizons comprehensive data base.

Register at <https://clients.brighthorizons.com/ArentFoxSchiff>; via the Bright Horizons mobile app; or, by calling 1-877-242-2737. Use the username: ArentFoxSchiff and password: Benefits4You.



Breastfeeding Support

We offer support to nursing mothers who are enrolled as your dependent under a Firm medical plan.

CareFirst Breastfeeding Support – You have access to CareFirst’s comprehensive breastfeeding support, supplies and counseling. This includes lactation consultations, lactation classes, a free breast pump, and more. For information on CareFirst’s breastfeeding support and how to order a free breast pump, visit <https://member.carefirst.com/members/health-wellness/healthy-pregnancy.page>.

If you are not enrolled in a Firm medical plan, contact your medical insurance carrier as similar resources should be available to you in accordance with ACA preventive service provisions.



Parenting Support

If you are enrolled in a Firm medical plan, you have access to Ovia Parenting that offers you personalized insight for your parenting journey. This includes unlimited one-on-one coaching sessions with registered nurses, mental health support, return to work planning tools and career support, expert parenting articles and tips, and more.

To explore Ovia Parenting, log in to your CareFirst WellBeing account (or create one at www.carefirst.com/wellbeing) and download the Ovia Parenting app.



Blue365 Discount Program

If you are enrolled in a Firm medical plan, you have access to CareFirst’s Blue365 Wellness Discount Program. This program offers exclusive health and wellness discounts, including discounts on home and family items. Check out Healthybaby where you may be able to save 15% on diapers, wipes and prenatal vitamins.

Visit www.carefirst.com/wellnessdiscounts for more information on the program.



Wellbeing and Work-Life Resources

Supportlinc offers emotional wellbeing and work-life balance resources to keep you at your best. Register at www.supportlinc.com; via the mobile app; or, by calling 1-888-881-5462. Use the group code: arentfoxschiff.



ParentFox Group

ParentFox is a collaborative group that comes together to talk candidly about children, parenting and advocate on behalf of all parents at ArentFox Schiff.

The group fosters and supports working parents; discusses and shares resources regarding childcare, work-life balance and other parenting issues; and, hosts fun activities for parents and their children. The group is open to all attorneys who are mothers, fathers, guardians, vested relatives of kids and those who think they one day might like to be parents.

For more information on the ParentFox group, visit <https://arentfox.sharepoint.com/sites/AFSParentFox> or contact your local ParentFox group leader.
