

James Flynn Quoted in "Epstein Becker Discards Caregiver Status in Parental Leave"

Law360

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James P. Flynn, Managing Director of the Firm and Member in the Litigation and Employment, Labor & Workforce Management practices, in the firm's Newark office, was quoted in *Law360*, in "Epstein Becker Discards Caregiver Status in Parental Leave," by Danielle Nichole Smith. (*Read the full version - subscription required.*)

Following is an excerpt:

Epstein Becker Green rang in the new year with a revamped parental leave policy that gives all of the firm's employees 10 weeks of paid time off when they become parents, regardless of so-called caregiver status.

James P. Flynn, Epstein Becker's managing director, told *Law360* on Thursday that the firm felt it was important for the benefit to apply to all of its employees.

He said that he hopes the policy, which took effect on Wednesday, "will continue our track record as being seen as a firm that tries to promote a sense of camaraderie and teamwork among all of our team members."

"We extended this benefit to everybody on our team, lawyers and other employees alike, because everyone on our team extends themselves to our clients and to each other," Flynn said. "My feeling and our feeling is that if we're going to expect that — we do — then our employees should expect that we're going to do things like this."

People



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The new policy, unlike its predecessor, doesn't make any distinctions between a parent considered a primary caregiver and a parent considered a secondary caregiver. And parents who give birth will also be eligible for six to eight weeks of disability, for a total of up to 18 weeks of paid time off.

Related reading:

January 9, 2020: Epstein Becker Green's New Parental Leave Policy Mentioned in *Law360*, by Danielle Nicole Smith. ([Read the full version - subscription required.](#))

Epstein Becker Green in 2020 began offering all of its employees 10 weeks of paid parental leave, dropping distinctions for caregiver status from the benefit.