

Family Friendly Policy

Flexibility

We recognize the richness of our employees' lives beyond their roles as McLennan Design team members. We want to accommodate this richness while meeting the expectations of our clients, colleagues and collaborators.

Employees whose commute time exceeds 45 minutes are invited to work from home on Monday and Friday each week as in-person meetings and other project variables allow. The core time in the office will be established as Tuesday-Thursday for the entire staff.

A second option will be provided to allow staff to work a "family schedule." Employees may work from 9:00am to 4:00pm, Monday through Friday with an hour for lunch. The employee may then schedule a couple more hours each evening at their discretion to complete the full work day.

A third option will be provided to allow staff to work longer hours, 8:30am - 6:30pm, Monday through Thursday and take a half day on Friday.

Team members are encouraged to discuss further needs for work location and hours accommodation with their project managers. In exchange for this flexibility we expect integrity and request team members carefully consider the value that comes from in-person collaboration inherently necessary in our profession as part of the balance required for successful outcomes.

Parental Leave

McLennan Design employees may take up to a total of twelve weeks unpaid parental leave. These twelve weeks can be taken as twelve weeks parental leave due to the birth or adoption of a child.

During this time McLennan Design and employee will continue regular payment of employee's health premium(s). In the case of a negotiated longer leave, employee will be responsible for 50% of their premium(s) after twelve weeks.