



DEPARTMENT OF THE NAVY
HEADQUARTERS, UNITED STATES MARINE CORPS
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MPO

Subj: RESPONSE TO PREGNANCY IN THE MILITARY REQUEST FOR INFORMATION
(RFI)

Ref: (a) DACOWITS RFIs for March 2023

The following is provided in response to the reference,
specifically RFI #12 (Pregnancy in the Military).

a. RFI #12a: Provide a list and copies of (or links to) DoD and Service policies/regulations that detail Military Parental Leave Program (MPLP) requirements to include any pending changes to policies/revisions. If different policies are in effect for the National Guard and/or Reserve Components, please provide that information as well.

Response: The current Marine Corps Policy concerning Parenthood and Pregnancy is Marine Corps Order (MCO) 5000.12F w/CH-1 which was published on 10 March 2021. MARADMIN 051/23 "Expansion of the Marine Corps MPLP" provides implementing guidance on the expansion of the MPLP, that authorizes all parents 12 weeks of parental leave following a qualifying event, authorized by the Defense Department's memorandum (dated Jan. 4, 2023) until it is incorporated into MCO 5000.12F w/CH-1 during its next revision. MARADMIN 523/22 provided updates to the Reserve Component Maternity Leave program, that allows Reserve Marines who give birth receive 12 periods of paid Inactive Duty for Training (IDT), until it is incorporated into MCO 5000.12F w/CH-1 during its next revision.

MCO 5000.12F w/CH-1: https://www.marines.mil/Portals/1/Publications/MCO%205000.12F%20CH-1.pdf?ver=EkemY6DS_RJW2XpYZOFZPA%3d%3d

MARADMIN 051/23: <https://www.marines.mil/News/Messages/Messages-Display/Article/3281525/expansion-of-the-marine-corps-military-parental-leave-program/>

MARADMIN 523/22: <https://www.marines.mil/News/Messages/Messages-Display/Article/3182380/forthcoming-changes-to-reserve-component-parental-leave-policy/>

b. RFI #12b: Has your Service updated parental leave policies to authorize flexible (non-continuous) leave options for or must parental leave be taken all at once?

Response: MARADMIN 051/23 allows for the 12 weeks of parental leave a Marine receives from a qualifying event to be taken in increments of at least 7 days for a maximum of 12 increments. These

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increments are flexible and can be adjusted to meet the individual Marine's desires and needs so long as they meet the minimum requirement of having the increment be at least 7 days. The MARADMIN also allows for parental leave to be used in conjunction with annual leave and other types of special leave and liberty, and annual leave may be approved in between increments of parental leave. The 12 weeks of parental leave may be taken all at once and for a Marine who gives birth, the parental leave is authorized following a period of convalescence from childbirth.

b. RFI #12c: Do servicewomen in the National Guard and Reserve Components receive full creditable military service (e.g., pay and retirement points) for absences related to pregnancy or birth events, and for follow-on caregiver leave absences (e.g., postpartum)? Are servicewomen afforded the same amount of parental leave time as their Active-Duty counterparts? Are there any pending changes/revisions to these policies? If so, what is the status?

Response: Per MCO 5000.12F w/CH-1, pregnant Reserve Marines are authorized to execute alternate Annual Training (AT) and rescheduled IDTs. These periods are encouraged to provide flexibility to the pregnant Marine and facilitate the Marine's ability to complete a satisfactory anniversary year. Additionally, per MARADMIN 523/22, Reserve Marines who give birth receive 12 periods of paid IDT (equivalent to three months of drills), which is approximately equivalent to that of their Active-Duty counterparts who receives 12 weeks of parental leave (three months).