



**NATIONAL GUARD BUREAU  
DACOWITS QBM DECEMBER 2019**

**RESPONSE TO DACOWITS RFI Q10  
PRIMARY CAREGIVER LEAVE AND CAREGIVER SABBATICAL (WB&T)**

Response information provided by:

Air National Guard  
Manpower and Personnel  
Directorate  
Force Management Division

Army National Guard  
Manpower and Personnel  
Operations Center

The Committee continues to be interested in the enhancement of parental leave policies to help encourage workforce recruitment and retention of Service members by making military benefits more competitive with private sector benefits.

- a. What is the current length of maternity/primary caregiver leave authorized for Service members following a birth or adoption?
- b. Provide details on any analysis conducted on how the length of this leave impacts retention. Detail any current or ongoing studies to assess whether this leave is having a positive impact on retaining servicewomen.
- c. Provide details on any analysis that considers whether extending the leave beyond the current length could lead to the increased retention of servicewomen.
- d. Address the benefits and/or potential risks to your Service if extended time off was offered to primary caregivers beyond the current authorized parental leave (i.e., sabbatical with corresponding service obligation).

**Response**

- a. The Air National Guard follows the US Air Force Active duty policy for all Active Guard Reserve members. Drill Status Guard members follow their civilian employer guidelines.

The Army National Guard's service members are authorized maternity convalescent leave (42 days), primary caregiver leave (42 days), and secondary caregiver leave (21 days) after qualifying birth events or adoptions of children.

Supporting military treatment facilities and unit commander for Title 10 and Title 32 Soldiers are approval authorities for maternity leave not exceeding 42 days. Hospital commanders for Title 10 Soldiers and Army

National Guard Office of the Chief Surgeon (ARNG-CSG) are approval authorities for maternity convalescent leave in excess of 42 days.

- b. The ARNG's working group (Leave and Liberty) is currently reviewing Military Parental Leave "Primary/Secondary Caregiver" policy.
- c. There is currently insufficient data for analysis to address impacts on retention of servicewomen.
- d. Extended leave would afford families more time to bond with and adapt to lifestyle changes for newborn or adopted child. There is insufficient data to determine risks at this time.