

INFORMATION PAPER

ON

MILITARY PARENTAL LEAVE PROGRAM (RFI 10)

TOP LINE MESSAGES

- Directed by Congress (FY17 National Defense Authorization Act)
- Effective 23 December 2016
- Ongoing analysis: ECD 31 Dec 19, pending Senior AF leadership review

PURPOSE: Provide the Defense Advisory Committee on Women in the Services (DACOWITS) requested information on the Military Parental Leave Program (MPLP)

BACKGROUND:

Air Force Guidance Memorandum 18-01 to Air Force Instruction 36-3003 Military Leave Program published 6 June 2018 addresses the changes to the MPLP. Covered members are defined as Active component service members, Reserve component service members performing active Guard and Reserve duty or Full-time National Guard Duty for a period in excess of 12 months, and Reserve component members subject to an active duty recall or mobilization order in excess of 12 months

DISCUSSION:

Q: What is the current length of maternity/primary caregiver leave authorized for Service members following a birth or adoption?

A: Maternity convalescent leave is limited to 6 weeks and is allowed in conjunction with primary or secondary caregiver leave. Service members may also choose less than 6 weeks. Primary caregiver leave is limited to 6 weeks of non-chargeable leave

Q: 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.

A: The Air Force is conducting an ongoing study to analyze the costs and effects of caregiver leave. This study is examining costs to the Air Force in terms of man-years and readiness, as well as potential retention effects on service members. We anticipate the bulk of this study to conclude before the end of CY2019.

Q: Provide details on any analysis that considers whether extending the leave beyond the current length could lead to the increased retention of servicewomen.

A: Analysis remains ongoing to characterize additional costs of any potential increases to caregiver leave. The Air Force currently does not have a predictive model linking caregiver leave to retention of servicewomen.

Q: 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).

A: Any benefits and potential risks to the Air Force are contingent on the details of a proposed extended time off package.

RECOMMENDATION: For information only