

SUBJ: DACOWITS RFI 10 – December 2019 QBM

FROM: Office of Military Personnel, Policy and Standards Division
COMDT (CG-1331)

TO: DACOWITS Committee

THRU: Office of Diversity & Inclusion (CG-127)

PRIMARY CAREGIVER LEAVE & CAREGIVER SABBATICAL (WB&T)

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.

The Committee requests a written response from each of the Military Services (to include the Reserves and National Guard) to provide the following:

- 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).

CG Response to part a.: The current Parental Leave policy was modified on 06 Jun 2019 in Change 8 to the **Military Assignments and Authorized Absences, COMDINST M1000.8 (series)**. Current policy comports with 10 U.S.C. § 701 and 14 U.S.C. § 2512:

Parental Leave is categorized as maternity convalescent and caregiver leave. Maternity Convalescent Leave is designed to allow the birthparent to recover from childbirth. Primary and Secondary Caregiver Leave is intended to provide an opportunity for the caregivers to continue the process of emotionally attaching to and rearing the child.

Maternity convalescent (42 days), primary caregiver (42 days), and secondary caregiver (21 days) leave are non-chargeable leave that can be taken following a birth/adoption event. These non-chargeable leave types can be taken in increments of no less than 3 consecutive days up to the total authorized. Commands may authorize increments of less than 3 days if requested by the member. This leave must be taken within one year after

the birth/adoption event. All requests for non-chargeable leave must be approved by the member's command prior to execution.

To enhance military benefits for Service members, the organization released three policy initiatives to assist in improving work/life balance in addition to Military Parental Leave policy.

These are:

1) ALCOAST 124/19 SURGE STAFFING AUGMENTATION TO SUPPORT PARENTAL LEAVE: To support workforce readiness, COMDT (CG-13), PSC, and the Personnel Readiness Task Force (PRTF) are implementing a beta test to expand the Request for Forces (RFF) capability to provide short-term augmentation to units, with members on non-chargeable leave associated with birth or adoption of a child exceeding 41 consecutive days.

2) ALCOAST 215/19 NEW COAST GUARD MUTUAL ASSISTANCE (CGMA) REIMBURSEMENT PROGRAM FOR THE SHIPMENT OF BREAST MILK: In response to feedback received in the Women's Retention Study and Holistic Analysis and in support of the Commandant's Strategic Intent to Improve Support Programs for the Mission Ready Total Workforce, members of COMDT (CG-1) and the Personnel Readiness Task Force have coordinated with CGMA to implement a new program to provide financial assistance to members who are faced with out of pocket costs for the shipment of breast milk while away from home due to TDY, being underway, traveling on government business or excused absences.

3) ALCOAST COMMANDANT NOTICE 125/18 PROHIBITION OF GENDER SPECIFIC PRONOUNS AND NAMES ON EVALUATION REPORTS AND ANNOUNCEMENT OF ONE-PAGE LTJG OER: Effective immediately, gender specific pronouns and member names are hereby prohibited in the comment blocks of OERs and EERs

CG Response to part b.: The CG is not currently studying the impacts of this leave. A study of this size would require additional resources to carry out.

CG Response to part c.: The CG is not currently studying the impacts and feasibility of extending this leave. A study of this size would require additional resources to carry out.

CG Response to part d.: In April 2019, the Coast Guard began a beta test for commands to request temporary Reserve backfill for members on parental leave (ALCOAST 124/19). This provides a maximum of 120 days of Reserve personnel support. It is too early to assess the beta test. Availability of personnel and funding to continue this program at its current rate could be affected by additional leave requirements.