



DEPARTMENT OF THE NAVY
HEADQUARTERS, UNITED STATES MARINE CORPS
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MPO

From: Branch Head, Manpower Military Policy
To: Chair, Defense Advisory Committee on Women in the Services

Subj: RESPONSE TO PRIMARY CAREGIVER LEAVE & CAREGIVER SABBATICAL
REQUEST FOR INFORMATION (RFI)

Ref: (a) DACOWITS RFIs for December 2019

1. The following is provided in response to the reference, specifically request for information number 10 (Primary Caregiver Leave & Caregiver Sabbatical).

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

Response: In accordance with Department of Navy policy and the Military Parental Leave Program, the Marine Corps currently provides 6-weeks Maternity Leave for birthparents and 6-weeks Primary Caregiver Leave (birth or adoptive parents).

b. RFI: 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.

Response: The Marine Corps has not conducted specific analysis on how the length of the current maternity/primary caregiver leave policy impacts retention, but is very interested in any data the other services may have available.

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

Response: The Marine Corps has not conducted specific analysis on whether extending the current length of maternity/primary caregiver leave policy might lead to an increased retention of female Marines. However, the Marine Corps has implemented the Exit and Milestone Longitudinal Survey (EMLS) which provides Marines with an opportunity to communicate to senior leaders what factors have the greatest influence on them with regard to accession, retention, and exiting the Marine Corps. The Marine Corps continues to monitor EMLS for findings that may indicate a link between maternity/parental leave and retention.

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d. RFI: 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: In accordance with the Commandant's Planning Guidance, the Marine Corps is examining options that would provide parents the opportunity for extended time off to remain with their new child(ren) before returning to full duty to complete their service obligation. These efforts are in the initial planning stages and once a course of action is determined, we look forward to informing DACOWITS on the details.

2. The Marine Corps point of contact is Major Melvin Burch-Bynum who can be reached at Comm: (703)432-9430, Email: melvin.burch-bynum@usmc.mil.


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