



DEPARTMENT OF THE NAVY
HEADQUARTERS, UNITED STATES MARINE CORPS
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2 Jun 23

MEMORANDUM

To: Chair, Defense Advisory Committee on Women in the Services

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

Ref: (a) DACOWITS RFIs for June 2023

1. The following is provided in response to the reference, specifically RFI #7 (Pregnancy in the Military).

a. RFI #7a: What guidance and directives have been published to implement the SecDef's directives? Are those policies now in effect? If not, when?

Response: Two Marine Administrative Messages (MARADMINs) were released to implement the SecDef's directives. MARADMIN 110/23 provides implementation guidance for Non-covered Reproductive Health Care (NCRHC) Permissive Temporary Additional Duty (PTAD) and authorized travel allowances for NCRHC, while MARADMIN 111/23 modifies the previous Marine Corps policy concerning pregnancy notification and provides implementing guidance. Both MARADMINs were effective 27 Feb 23 and published on 28 Feb 23.

b. RFI #7b: Provide copies or links to all relevant publications.

Response:

- (1) MARADMIN 110/23 -
<https://www.marines.mil/News/Messages/Messages-Display/Article/3312531/non-covered-reproductive-health-care-permissive-temporary-additional-duty-and-t/>
- (2) MARADMIN 111/23 -
<https://www.marines.mil/News/Messages/Messages-Display/Article/3312544/update-to-pregnancy-notification/>

c. RFI #7c: Who/what position is the approval authority for granting non-covered administrative leave requests?

Response: Commanding Officers are the approval authority for granting NCRHC PTAD requests.

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d. RFI #7d: What is the process or appeal mechanism for non-covered administrative leave requests which are disapproved? May the servicewoman appeal the disapproval? Is it a mandatory or discretionary appeal? Who/what position is the appeal authority and is there a minimum grade requirement?

Response: Marines may appeal a disapproved request through the request mast process. Request masts are discretionary and may be elevated to the first General Officer in the Marines chain of command.

e. RFI #7e: What are the published criteria and guidance defining whether and when a commander may disapprove a non-covered administrative leave request, and how does a commander document those reasons? Is a narrative reason required or just a "check the box" tick mark?

Response: Per MARADMIN 110/23, paragraph 6b, "Requests for NCRHC PTAD will be given all due consideration and will be granted to the greatest extent practicable, unless, in the commander's judgment, the Marine's absence would impair proper execution of the military mission." When a commander disapproves a request in the leave and liberty module of the Marine On-line system, they are highly encouraged to provide comments in the request as to why it was disapproved.

f. RFI #7f: How have servicewomen been made aware of the new policies regarding non-covered administrative leave requests, travel and transportation allowances, and delayed pregnancy notification policy provisions?

Response: The MARADMINS are posted on the Marine Corps web page for MARADMINS, the Navy Marine Corps Public Health Center web page for Women's Health, and the Health.mil web page that highlights Ensuring Access to Reproductive Health Care.