



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

OFFICE OF THE SECRETARY

25 January 2023

MEMORANDUM FOR DACOWITS

FROM: HQ USAF
1720 Air Force Pentagon
Washington DC 20330-1720

SUBJECT: DAF DACOWITS RFI Response RFI #12

QUESTION #12

In 2017, 2018, and 2020, the Committee made multiple recommendations related to parental leave policies. Committee recommendations urged the Defense Department and the Military Services to implement flexible (non-continuous) parental leave options, to ensure primary and secondary caregivers have maximum flexibility in making caregiving arrangements best suited to their family and service circumstances. Similarly, in 2020, the Committee recommended that action be taken to ensure women serving in the National Guard and Reserves receive full creditable military service, similar to their Active Component counterparts, for unavoidable absences resulting from a pregnancy and/or a birth event. The Committee is now interested in receiving an update on the Services' current caregiver leave policies and the implementation of the MOMS Leave Act by the National Guard and Reserves.

a. Provide a list and copies of (or links to) DoD and Service policies/regulations that detail MPLP requirements to include any pending changes to policies/revisions. If different policies are in effect for the National Guard and/or Reserve Components, please provide that information as well.

OSD published MPLP guidance on 4 Jan 2023

<https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dtm/DTM%2023-001.PDF?ver=MNugpajQ7C-GC455Y4HNqA%3D%3D>

DAF published MPLP guidance on 5 Jan 2023

https://static.e-publishing.af.mil/production/1/af_a1/publication/dafi36-3003/dafi36-3003.pdf

Frequently asked questions that assist in implementing the guidance:

https://www.af.mil/Portals/1/documents/2023SAF/FAQs_-_Department_of_the_Air_Force_Parental_Leave_-_6_Jan_22.pdf

The guidance is total force and includes National Guard and Reserve-specific criteria.

b. Has your Service updated parental leave policies to authorize flexible (non-continuous) leave options for or must parental leave be taken all at once?

Yes, the DAF guidance follows the law and OSD guidance, which authorizes flexible leave options for parental leave. Commanders have the authority to determine which type will be used based on mission requirements.

c. Do servicewomen in the National Guard and Reserve Components receive full creditable military service (e.g., pay and retirement points) for absences related to pregnancy or birth events, and for follow-on caregiver leave absences (e.g., postpartum)? Are servicewomen afforded the same amount of parental leave time as their Active-Duty counterparts? Are there any pending changes/revisions to these policies? If so, what is the status?

Yes, the DAF published guidance authorizes Reserve Component service members performing active guard and reserve duty or full-time National Guard Duty for more than 12 months consecutively, and Reserve Component Service members performing duty under a call or order to active service for more than 12 months consecutively, to receive the same amount of parental leave time as their Active-Duty counterparts. Also, National Guard and Reserve servicewomen in good standing will receive inactive duty pay and participation points equivalent to 12 inactive duty training periods within a year following the date the member gives birth.