



DEPARTMENT OF THE ARMY  
OFFICE OF THE ASSISTANT SECRETARY  
MANPOWER AND RESERVE AFFAIRS  
111 ARMY PENTAGON  
WASHINGTON, DC 20310-0111

INFORMATION PAPER

SAMR-MPQ  
8 Feb 23

SUBJECT: Information Paper on Pregnancy in the Military: Military Parental Leave Program and Reserve Component Maternity Leave Policies

Purpose: Provide a written response to the Defense Advisory Committee on Women in Service March 2023 Request For Information Number 12 on the Military Parental Leave Program and Reserve Component Maternity Leave policies.

1. Background: 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 interested in receiving an update on the Military Services implementation of the MOMS Leave Act, as well as the Services projected implementation of new parental leave requirements outlined by the Defense Department's memorandum (dated Jan. 4, 2023), which expands the Military Parental Leave Program.

2. Discussion: The Committee requests a written response from the Army, Navy, Marine Corps, Air Force, Space Force, Coast Guard, and National Guard on the following:

a. Question 12a: Provide a list and copies of (or links to) DoD and Service policies/regulations that detail Military Parental Leave Program 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.

b. Response 12a: Please use the following links to access applicable policies:

(1) Military Parental Leave Program Policies:

(a) DoD Directive-type Memorandum 23-001 (Expansion of the Military Parental Leave Program), 4 January 2023,  
<https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dtm/DTM%2023-001>

SAMR-MPQ

SUBJECT: Information Paper on Pregnancy in the Military: Military Parental Leave Program and Reserve Component Maternity Leave Policies

(b) All Army Activities 007-2023 (Expansion of the Military Parental Leave Program (MPLP) Implementation Guidance), 31 January 2023, [https://armypubs.army.mil/ProductMaps/PubForm/Details.aspx?PUB\\_ID=1026390](https://armypubs.army.mil/ProductMaps/PubForm/Details.aspx?PUB_ID=1026390)

(2) Reserve Component Maternity Leave Program:

(a) DoD Directive-type Memorandum 22-004 (Reserve Component Maternity Leave Program), 9 June 2022, <https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dtm/DTM-22-004>

(b) Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum), 19 April 2022, [https://armypubs.army.mil/ProductMaps/PubForm/Details.aspx?PUB\\_ID=1024798](https://armypubs.army.mil/ProductMaps/PubForm/Details.aspx?PUB_ID=1024798)

(c) All Army Activities 078-2022 (Reserve Component (RC) Maternity Leave (RCML) Program Implementation Guidance), 23 November 2022, [https://armypubs.army.mil/ProductMaps/PubForm/Details.aspx?PUB\\_ID=1026100](https://armypubs.army.mil/ProductMaps/PubForm/Details.aspx?PUB_ID=1026100)

(d) Personnel Policies Operational Memorandum 22-046 (Army National Guard (ARNG) Maternity Leave Program Implementing Guidance), 02 December 2022, <https://www.milsuite.mil/book/docs/DOC-1211324>

(e) Memorandum (United States Army Reserve Implementation Guidance for Reserve Component Maternity Leave Program), 9 September 2022, <https://www.usar.army.mil/Portals/98/Documents/Publications/memos/USAR%20Implementation%20Guidance%20for%20Reserve%20Component%20Maternity%20Leave%20Program%20signed.pdf>

c. Question 12b: Has your Service updated parental leave policies to authorize flexible (non-continuous) leave options for or must parental leave be taken all at once?

d. Response 12b: Soldiers may choose to take parental leave in one or more increments. Soldiers will work with their chains of command as early as possible to develop a parental leave plan that balances both the needs of the Soldier and the needs of the unit. Soldiers choosing to take parental leave in more than one increment must request such proposed leave in blocks of at least seven days each for a maximum of 12 increments and must submit such requests within the timelines established by normal procedures and/or the unit commander. Commanders are encouraged to approve requests for incremental periods of parental leave. If unit commanders do not approve taking incremental leave, they must allow Soldiers to take the full 12 weeks of parental leave in one continuous period.

e. Question 12c: Do servicewomen in the National Guard and Reserve Components receive full creditable military service (e.g., pay and retirement points) for absences

SAMR-MPQ

SUBJECT: Information Paper on Pregnancy in the Military: Military Parental Leave Program and Reserve Component Maternity Leave Policies

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?

f. Response 12c: In an effort to provide comparable parental leave across all components, ARNG/Army National Guard of the United States and USAR Soldiers who give birth will be granted parental leave equal to 12 paid unit training assemblies (UTAs) within 12 months following a birth. For each paid UTA of parental leave used, the Soldier will accumulate 1 retirement point. A maximum of 12 points can be accumulated for the entire paid parental leave period. In addition to the 12 paid UTAs, birth parents are authorized an additional 4 unpaid UTA absences that can be rescheduled.

Approved by:  
Deputy Assistant Secretary of the Army  
(Military Personnel/Quality of Life)