

SUBJ: DACOWITS RFI #12 – March 2023 QBM

FROM: The Office of Military Policy (CG-133)

TO: DACOWITS Committee

THRU: The Office of Diversity & Inclusion (CG-1D1)

PREGNANCY IN THE MILITARY

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.

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

DACOWITS:

- a. Provide a list and copies of (or links to) DoD and Service policies/regulations that detail parental leave requirements for primary and secondary caregivers, 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. What flexibility is provided the primary and secondary caregivers to decide who will assume the primary or secondary caregiver role? Are there any proposed or pending changes to these policies pending? If so, what is the status?
- c. Has your Service updated parental leave policies to authorize flexible (non-continuous) leave options for both primary and secondary caregivers, or must parental leave be taken all at once?
- d. 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 maternity and caregiver leave time as their Active Duty counterparts? Are there any pending changes/revisions to these policies? If so, what is the status?

CG Response:

CG-133 per 14 USC 2512 the US Coast Guard must align with the Navy with respect to parental leave policies.

- a. US Coast Guard aligns with DoD and specifically the Navy for all parental leave policies. The US Coast Guard was the first service to align with new parental leave expansion and flexibility. (Please see attached ALCOAST)
- b. US Coast Guard Policy has been updated to align with Direct Type Memorandum (DTM) 23-001, "Expansion of the Military Parental Leave Program" (attached), which does not use primary/secondary terms, only parental leave which is the same for either parent.
- c. See b.
- d. US Coast Guard Reserve component members are afforded 12 Inactive Duty for Training (IDT) periods in accordance with the National Defense Authorization Act of fiscal year 2021. The US Coast Guard was the first service to put into policy (see attached ALCOAST).