

RFI Category and Number: Pregnancy in the Military, RFI #12

RFI Question:

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. 2, 2023), which expands the Military Parental Leave Program (MPLP).

- 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.
- 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?
- 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?

RFI Response 12a:

Copies of Department of Defense (DoD) and Navy policies are provided as attachments. Those policies are listed below with links:

DoD Policy for Active Component (AC) Members - [DTM 23-001](#)

DoD Policy for Reserve Component (RC) Members - [DTM 22-004](#)

The Navy parental leave policy for AC members - [NAVADMIN 008/23](#)

The Navy parental leave policy for RC members is ALNAVRESFOR 024/22 (attached) as their webpage is undergoing maintenance.

The following Military Personnel Manual (MPM) Articles are undergoing revision:

MPM Article 1050-415 – Parental Leave - [1050-415 \(navy.mil\)](#)

MPM Article 1050-180 – Convalescent Leave - [1050-180 \(navy.mil\)](#)

RFI Response 12b:

In line with directive-type memorandum (DTM) 23-001, the Navy policy for parental leave allows Sailors to take 12 weeks of parental leave in multiple increments or all at once. The minimum length required for a single increment is 7 days.

RFI Response 12c:

Reserve Component Service Members performing Active Guard and Reserve duty or full-time National Guard duty for more than 12 months consecutively, and RC Service Members performing duty under a call or order to active service for more than 12 months consecutively, are covered under DTM 23-001. Members covered under DTM 23-001 receive full Active Duty pay and credit for time served toward retirement while on parental leave. Members covered under DTM 23-001 are entitled to 12 weeks of parental leave.

RC Service Members who are covered under DTM 22-004 are members of the Ready Reserve of an RC who are a participating member of the Selected Reserve (SELRES) in good standing who are entitled to receive Inactive Duty pay when attending periods of Inactive Duty training (IDT). Covered members also includes members of the Individual Ready Reserve who are entitled to receive Inactive Duty pay while attending a sufficient number of IDT periods to count the year as qualifying toward creditable service for non-regular retirement. Members taking Reserve Component maternity leave (RCML) are entitled to 12 RCML periods with each period equal to one 4-hour IDT period. Eligible members are authorized six days of RCML which must coincide with previously scheduled IDT periods. Members on RCML are entitled to retirement points and Inactive Duty pay.

NAVADMIN 008/23 was released on January 19, 2023. ALNAVRESFOR 024/22 was released on June 30, 2022. There are no pending changes or revisions.

Hours Expended Answering this RFI: 2.5

Point Of Contact or office responsible:
Military Pay and Compensation Policy Branch (OPNAV N130)