

**US Coast Guard  
Briefing to DACOWITS  
RFI #13  
March 2020**

**Presented by:**

Parental Leave Program Coordinator,  
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- For this RFI, the Coast Guard will be briefing our response to RFI #13, subparts a and c.
  - RFI #13, subparts b, d, e, and f will not be briefed as they are not applicable to the Coast Guard.



**a. Provide data or feedback gathered to date, if any, about impact, sufficiency and satisfaction with the current 12-week primary caregiver leave policy.**

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Due to the infancy of the Coast Guard's current 12-week primary caregiver leave policy, sufficient data relating to impact and satisfaction of the policy has not been collected; therefore, the Coast Guard is unable to provide a response at this time; however, the new Parental Leave (Surge Staffing) Program has been well received.



## **c. Do the Services back-fill positions vacated by servicewomen utilizing their primary caregiver leave? If so, how is that accomplished? If not, what impact to the unit because of these vacancies?**

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The Coast Guard created a Parental Leave augmentation program to bring in volunteer Reserve component members to fill vacancies at units where an Active Duty member requests qualifying parental leave. See included enclosures for additional information.

- Qualifying leave consists of non-chargeable leave associated with a birth or adoption in excess of 41 days.
  - Prenatal (30), Convalescent (42), Primary Caregiver (42)
- All requests are 42-120 days of coverage



# Observations

- 145 PLP requests as of 03FEB2020
- 95% fill rate
- E5, E4, and O4 are biggest beneficiaries, matching the same largest groups of participants during the RAND study conducted last year
- 3 Male Primary caregiver requests (chapter 6 policy)
- Due to infancy of program, communications of this initiative is a top concern and effort for the CCG, the PRTF, CG-1, and Public Affairs.

