



DACOWITS RFI #13

March 2020

**Manpower and Reserve Affairs
Headquarters U.S. Marine Corps**



12-week Primary Caregiver Leave

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

Answer: The Marine Corps has not gathered any data or feedback to determine the impact, sufficiency, and satisfaction of the current primary caregiver leave policy.

b. What impact did the reduction from 18 weeks to 12 weeks have in the Navy and Marine Corps?

Answer: There has been no observable impact within the Marine Corps due to the reduction from 18 weeks to 12 weeks.



Primary Caregiver Leave Backfills

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

Answer: The Marine Corps does not backfill positions while service members utilize their primary caregiver leave. The absence of any Marine, for any duration, has some impact on a unit's mission readiness. However, the impact is subject to a unit's mission, staffing, and the timing of the absence, making it very difficult to assess.

d. We note the Coast Guard is exploring the capability of providing short-term staffing augmentation to units with absences related to convalescent and caregiver leave. Are the other Military Services using or considering a surge staffing augmentation model? If so, how will these back-fills be funded?

Answer: The Marine Corps does not use surge staffing to cover short-term absences, but is interested to learn more about the Coast Guard's efforts.



Extended Leave of Absence

e. The December 2019 RFI response stated the Marine Corps was examining options that would provide parents the opportunity for extended time off. Please elaborate.

Answer: Marine Corps options are still being developed for Commandant decision NLT June 2020. We look forward to sharing details once CMC is briefed.