

Defense Advisory Committee on Women in the Services (DACOWITS)
Request for Information for Sept. 13-14 Sep 2016 Meeting
RFI #10

Breastfeeding/Lactation/Mother's Rooms. As of November 2015, the Army established a breastfeeding and lactation policy to provide support to nursing Soldiers. Per the directive, commanders will designate a private space, other than a restroom, with locking capabilities for a Soldier to express milk or breastfeed. This space must include a place to sit, a flat surface other than the floor for the pump, an electrical outlet, and access to a safe water source within a reasonable distance from the lactation space. These requirements also apply to field training and mobility exercises.

Postpartum Operational Deferment. Military mothers of newborns are non-available for six months after childbirth and may ask for up to 12 months. Military mothers should be reported in this category after expiration of the postpartum profile but prior to expiration of the administrative stabilization. The Soldier may waive the deployment restriction, and the commander may authorize additional stabilization (beyond six months). Reference DA Pam 220-1 and AR 614-30.

Postpartum Fitness Testing. Postpartum (any pregnancy that lasts 20 weeks and beyond) Soldiers are exempt from the APFT and from record weigh-in for 180 days following termination of pregnancy. After receiving clearance from their health care provider to resume physical fitness training, postpartum Soldiers will take part in the postpartum physical fitness training element of the Army. A physician may determine the postpartum Soldier requires a more restrictive or longer profile because of complicated or unusual medical problems.

Consolidation of Pregnancy and Parenthood Policies across DoD. The DoD has a single maternity leave policy from which the Army derived Army Directive 2016-09.

8 Aug 2016

Information Paper

Subject: M&RA RESPONSE TO DACOWITS REQUEST FOR INFORMATION:
PREGNANCY AND PARENTHOOD POLICIES

1. Purpose. To provide response to the Defense Advisory Committee on Women in the Service (DACOWITS) in preparation for the upcoming quarterly meeting to be held 13-14 September 2016.

2. Background. Specific questions from DACOWITS are have there been and recent changes, or will there be changes in the near future to Marine Corps Policy Concerning Pregnancy and Parenthood MCO 5000.12E concerning: breastfeeding and lactation/mother's rooms, postpartum operational deferment, postpartum fitness testing, and the expected release date of Marine Corps Policy Concerning Pregnancy and Parenthood MCO 5000.12F.

3. Discussion

DACOWITS Question 10a: What recent or pending changes IRT breastfeeding and lactation/ Mother's room to Marine Corps Policy Concerning Pregnancy and Parenthood?

M&RA Response 10a: There have been no changes, or pending changes to the policy; however, we are currently reviewing the breastfeeding and lactation policies. Current policies states that the responsibility still resides with the commander to provide "...at a minimum, a clean and secluded space (not a bathroom) with ready access to a water source..."

DACOWITS Question 10b: What recent or pending changes IRT postpartum operational deferment to Marine Corps Policy Concerning Pregnancy and Parenthood?

M&RA Response 10b: We are currently reviewing the operational deferment policies.

DACOWITS Question 10c: What recent or pending changes IRT postpartum fitness testing to Marine Corps Policy Concerning Pregnancy and Parenthood?

M&RA Response 10c: Fitness testing is governed by the Marine Corps Physical Fitness Program (MCO 6100.13), but is also addressed in MCO 5000.12E. There have been no changes since Change 2 in the Marine Corps Physical Fitness Program (MCO 6100.13) was released on 6 January 2015. This changed the verbiage in MCO 6100.13, stating that postpartum Marines do not have to take a PFT/CFT no earlier than 6 months after returning to full duty vice no later than 6 months after returning to full duty.

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DACOWITS Question 10d: Updates to instruction, "Marine Corps Policy Concerning Pregnancy and Parenthood (MCO 5000.12E)" and the date version F will be released.

M&RA Response 10d: Marine Corps Order 5000.12E is currently under revision and is expected to be published as MCO 5000.12F during the 3rd quarter of FY17.

4. Point of Contact at MPO for the Pregnancy and Parenthood Policy is First Lieutenant William Dennis, work phone number: (703)784-9584, work email address: william.k.dennis@usmc.mil.

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Pregnancy and Parenthood Policies RFI# 10

RFI Question:

The Committee requests written response updates from the Military Services for the items below, following briefings provided in June 2015. Have there been any recent changes (or will there be changes in the near future) to the pregnancy, postpartum, and parenthood policies/instructions?

To include:

- Breastfeeding and Lactation/Mother's Rooms;
- Postpartum Operational Deferment;
- Postpartum Fitness Testing;
- Navy: Updates to instruction, "Navy Guidelines Concerning Pregnancy and Parenthood (OPNAVINST 6000.1C)" and the date version D will be released.

RFI Response:

- **Breastfeeding and Lactation/Mother's Rooms**

1) OPNAVINST 6000.1C (last update 14 Jun 07) current revision in progress with a projected completion of May 2017. OPNAVINST 6000.1D does not require revisions to policies for breastfeeding and lactation/mother's rooms. Current instruction supports Military Treatment Facilities (MTF) Breastfeeding Support Programs established through the Support of Servicewomen in Lactation and Breastfeeding (BUMEDINST 6000.14A). There may be future changes based on Department of Defense (DoD) Force of the Future initiatives.

- **Postpartum Operational Deferment**

OPNAVINST 6000.1C (last update 14 Jun 07) current revision in progress with a projected completion of May 2017. OPNAVINST 6000.1D does not require revisions to postpartum operational deferment. The DOD current policy mandates a 4-month operational deferment IAW Family Care Plans (DoDI 1342.19). POC: Dr. Jessica Milam (N1D)

- **Postpartum Fitness Testing**

OPNAVINST 6110.1J was updated to better balance physical health and mission accomplishment. Prior to the revision, pregnancy status was defined as the time after confirmation of pregnancy by a health care provider, until 6 months following delivery. Now, pregnancy status is defined as the time pregnancy is confirmed by a military health care provider (HCP), or a civilian HCP in cases of inaccessibility to a Military Treatment Facility (MTF), until the end of the six months following convalescent leave (postpartum). At the conclusion of this six-month period, Service members are required to participate in the next PFA cycle, as defined in OPNAVINST 6110.1J. POC: Mr. William Moore (N170B)

- **Navy Updates to instruction**

1) Navy Guidelines Concerning Pregnancy and Parenthood OPNAVINST 6000.1C, last update 14 Jun 07.

2) OPNAVINST 6000.1D revision projected completion May 2017. Revision will include clear and concise command responsibilities and the incorporation of Pregnancy and Parenthood Operating Guides as follows:

- Guide 1: Pregnancy guidelines, limitations, and responsibilities
- Guide 2: Personnel policies
- Guide 3: Healthcare benefits

3) The USN launched the Pregnancy and Parenthood mobile application on 27 May 2016. The application gives mobile information and resources to leaders and Service members who are starting or expanding their families. It is available for download to Android/IOS/Apple mobile devices.

POC: Shannon Coleman, (N1D).

DACOWITS RFIs for September 2016

PREGNANCY AND PARENTHOOD POLICIES

10. The Committee requests **written response** updates from the **Military Services** for the items below, following briefings provided in June 2015. Have there been any recent changes (or will there be changes in the near future) to the pregnancy, postpartum, and parenthood policies/instructions, to include:

- Breastfeeding and Lactation/Mother's Rooms;
 - Breastfeeding and Breast Pumping are already protected and encouraged in AFI 44-102. "The AFMS recommends that supervisors of AF members who are breastfeeding work with the member to arrange their work schedules to allow 15-30 minutes every 3-4 hours to pump breast milk in a room or an area that provides adequate privacy and cleanliness. Restrooms should not be considered an appropriate location for pumping."
 - All AFMS medical buildings, and most official USAF facilities already have a designated Lactation Room, or a room that can be converted to a Lactation Room as needed.

- Postpartum Operational Deferment;
 - AFI 36-2110 was updated to now require a 12 month postpartum deferral from deployment or unaccompanied TDY, which may be waived by the member.

- Postpartum Fitness Testing;
 - AFI 36-2905 was updated to no allow a 12 month postpartum deferral from required fitness assessments, which may be waived by the member.

- Army/Air Force/Coast Guard: Efforts to consolidate all pregnancy and parenthood policies into one instruction, per the Committee's 2015 Recommendation;
 - This recommendation was reviewed with AF/A1, and currently presents significant challenges. Fitness standards, medical standards, medical care policy, leave policy, Guard and Reserve man-day requirements and assignment limitations are each covered in their own AFIs. The current AFIs that cover these policies frequently refer to each other, and would all require an update if there was a new Pregnancy AFI. Recommend against consolidating all current policies into a unified policy, as there would be required duplication of effort, coordination and publication, and possible introduction of administrative conflicts if any one policy changed.

U.S. Coast Guard Response to DACOWITS Request for Information, September 2016

Pregnancy and Parenthood Policies

Question 10: Have there been any recent changes (or will there be changes in the near future) to the U.S. Coast Guard pregnancy, postpartum and parenthood policies/instructions?

Answer: There have been no recent published changes, nor are there any expected changes within the next twelve months to the pregnancy, postpartum, and parenthood policy/instruction.