



DEPARTMENT OF THE AIR FORCE
OFFICE OF THE CHIEF OF STAFF
UNITED STATES AIR FORCE
WASHINGTON DC 20330



9 Aug 2017

MEMORANDUM FOR DACOWITS

FROM: AF/A1PT

SUBJECT: September 2017 Request for Information (RFI): Pregnancy and Parenthood

1. In response to the DACOWITS RFI #8 on a briefing on current leave policies (e.g. maternity leave, parental leave, adoptive leave, etc), the Air Force like the Army, categorizes maternity leave as convalescent leave and parental and adoptive leave as permissive temporary duty (PTDY) so unfortunately the Air Force cannot pull the specific leave statistics requested by the committee.
2. With regard to status of the 12-week maternity leave affecting the Air Force's readiness and retention, on 2 Aug 2017, Deputy Assistant Secretary (Force Management Integration) reported to Assistant Secretary of Defense for Manpower and Reserve Affairs that the Air Force has not experienced any measurable readiness impact as a result of the change in maternity leave policy. As for retention impact, the Air Force does have an exit survey that will provide understanding on the issues, programs, or policies that influence a member's decision to stay or leave the Air Force, but it will likely take a minimum of five years of statistical data collection of exit surveys before the Air Force can begin to develop any longitudinal trends on whether or not the 12-week maternity policy affected retention.
3. My POC is Lt Col Veronica Senia, AF/A1PT, at DSN 222-5577, or COMM 703-692-5577.

RICK E. BENNETT, GS-15, DAF
Chief, Accessions and Training Division