

SUBJ: DACOWITS RFI #8 (September 2017)

FROM:

TO: CG-12B

PREGNANCY AND PARENTHOOD

Continuing its work from 2015 and 2016, DACOWITS is examining issues and concerns surrounding pregnancy, the postpartum period, and parenthood.

DACOWITS continues to closely follow the implementation of leave new policies for parents (e.g., maternity leave, parental leave). The Committee requests a briefing from the Military Services* describing how current leave policies (e.g., maternity leave, parental leave, adoptive leave, etc.) are being used, and how units are affected when a parent takes leave, if at all. The response should include the following details:

DACOWITS: "What is the average amount of leave taken by active members since the current policies were implemented? Please provide average leave amounts for enlisted women, enlisted men, female officers, and male officers."

CG Response:

Enlisted Women: 80.7
Officer Women: 74.7

Enlisted Men: 9.7
Officer Men: 9.1

Info provided by USCG Pay and Personnel Center, HR Business Analysis Team

DACOWITS: "How are units (the smallest unit of an individual's assignment) affected when an individual takes leave? Please share any details the Committee should know about the impact of current leave policies on units."

CG Response:

The Coast Guard is in the final stages of its Maternity Leave Assessment. The goals of the assessment are:

- To evaluate what impact the maternity leave policy has on the members, including but not limited to, personal, professional and organizational (i.e., unit, command climate, etc.) levels?
- Analyze feedback and provide recommendations on how to better serve women through the maternity leave policy.

The assessment is still being conducted and data is being analyzed; therefore we are unable to share impact on members and units at this time. Our report should be complete by November 2017.