

INFORMATION PAPER

Subj: DACOWITS RFI #8: RFI PREGNANCY AND PARENTHOOD

1. Purpose. To provide response to DACOWITS RFI #8.

2. Background. DACOWITS continues to closely follow the implementation of new leave policies for parents (e.g., maternity leave, parental leave). The Committee requests a written response 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.

3. Key Points

a. Leave Policy

(1) Parental Permissive Temporary Assigned Duty (PTAD) is given to a father after a birth event. Both Parental PTAD and Adoption leave (for both fathers and mothers) is 10 days.

(2) Prior to 3 March 2016, the maternity leave period was termed Additional Maternity Leave (AML), authorizing up to 126 days of non-chargeable leave for a service member birth mother. The 126 days included a 6-week convalescent leave period.

(3) Since 3 March 2016, the maternity leave policy has been 12 weeks of non-chargeable leave; 6 weeks of convalescent leave and 6 weeks of maternity leave.

(4) During the transition between the two policies, Marines had a period where if they were pregnant prior to the date of the new policy, they were entitled to AML.

(5) The Office of the Secretary of Defense is finalizing policy that implements changes delineated in National Defense Authorization Act 2017.

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b. Question. What is the average amount of leave taken by active members since the current policies were implemented?

(1) Answer. The following represents average leave taken during the period of March 2016 to July 2017:

(a) Female Enlisted: 90 days

(b) Male Enlisted: 8.9 days

(c) Female Officer: 80 days

(d) Male Officer: 9.9 days

c. Question. How are units (the smallest unit of an individual's assignment) affected when an individual takes leave?

(1) Answer. Anytime a Marine is not available for work, whether it is due to leave, limited duty, Professional Military Education, etc., their absence from the unit equates to lost work hours. The Marine Corps understands the importance of new mothers and fathers being given time to bond with their new child, whether incident to birth or adoption. Unit Commanders are charged with balancing the needs of their individual Marines with the mission and readiness of their unit. The impact of any absence varies depending on the type of the unit, its mission, timing within a deployment cycle, the Marine, his or her billet, experience, and qualifications. Aggregating and qualifying an effect is wholly subjective.

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