

*RFI Category and Number: Pregnancy and Parenthood, RFI #8*

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

*RFI Question:*

*DACOWITS continues to closely follow the implementation of leave new 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, it at all. The response should include the following details:*

- 1. 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.*
- 2. 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.*

*RFI Response:*

- 1. Navy Standard Integrated Personnel System (NSIPS) does not currently have data that accurately reflects non-chargeable leave that has been taken by Service Members in conjunction with a birth or adoption. Until recently, maternity leave was categorized as convalescent leave and data does not exist to parse out whether convalescent leave was taken in conjunction with a birth or not. System changes in Navy NSIPS have been made for future leave reporting to include specific categories for maternity, parental and adoption leave. Additional changes will be made once guidance for Primary and Secondary Caregiver Leave is received*
- 2. PERS-2 does not have insight to the impact on fleet units caused by maternity leave.*

*POC or office responsible: PERS-2*