



National Guard Response to Request For Information RFI #12

Defense Advisory Committee on Women in the Service (DACOWITS)

**Colonel Aimee Storm
Director, Equal Opportunity Office
National Guard Bureau**

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Pregnancy and Parenthood Policies- RFI #12



PREGNANCY AND PARENTHOOD POLICIES

In 2017, DACOWITS made two recommendations on parental leave policies. The Committee continues to be interested in the modernization of parental leave policies to help encourage workforce recruitment and retention of servicewomen by making Armed Forces benefits more competitive with private sector benefits. Recent legislation authorized changes to military parental leave policies (FY2017 NDAA, Public Law 114-328, Section 521). The Committee applauds the Military Services' recent updates to their parental leave policies.

RFI #12

- Following up from the National Guard panel briefing in June 2018, the Committee requests a **briefing** from **National Guard Bureau** on the following policies:
 - a. Convalescent/maternity leave/parental leave (primary and secondary caregiver)
 - b. Issuance and access to maternity uniforms
 - c. Policy on obtaining participation credit towards retirement while a servicewomen is pregnant or postpartum



A. Convalescent/maternity leave/parental leave (primary and secondary caregiver)

- National Guard members – only on paid maternity/paternity leave when on active duty orders
- Currently no legal means to pay a drill status guardsman in a leave status



B. Issuance and access to maternity uniforms

- **Army and Air National Guard follow Service Regulations on issuing maternity uniforms**
 - **Army – AR 670-1, AR 700-84 and CTA 50-900 – Commander authorizes issue of maternity uniform from Central Issue Facility or order through supply system**
 - **Air – AFI 36-3014 and ANG Supplement 23-101 – authorize supplemental clothing allowance for enlisted personnel**



C. Policy on obtaining participation credit towards retirement while a servicewomen is pregnant or postpartum

- **Currently no policy**
- **Adjutants General cannot provide credit to drill status guardsman unless they are in a status**



QUESTIONS