



DACOWITS BRIEFING PARENTAL LEAVE FOR PRIMARY AND SECONDARY CAREGIVERS



- Current policies relative to parental leave for primary and secondary caregivers.
 - Leave entitlements: Primary or Secondary Caregiver Leave (General Entitlements)
- **Primary Caregiver Leave**
 - Limited to covered Service members who are designated as, “primary caregivers” in conjunction with qualifying birth events or adoptions.
 - Limited to 6 weeks of non-chargeable leave and must be taken within one year (except for the Maternity-Paternity Leave Policy retroactive period) of a qualifying birth event or adoption
 - Taken in conjunction with Maternity Convalescent Leave and/or ordinary leave
 - If taken with Maternity Convalescent Leave, must be taken after Maternity Convalescent Leave
 - If not taken with Maternity Convalescent Leave, must be taken within one year (or 18 months with respect to the MPLP retroactive period)
 - If taken with ordinary leave, the Primary Caregiver Leave must be taken before ordinary leave.
 - If taken with *both* Maternity Convalescent Leave *and* ordinary leave, must be taken in the following order: Maternity Convalescent Leave, Primary Caregiver Leave, ordinary leave.
 - May not be authorized where the child is given up for adoption, and/or parental rights are terminated or surrendered.
 - Eligibility, or the leave itself if started, terminates upon the death of the child. However, in such cases, covered members may be transitioned to an emergency leave (chargeable) status in accordance with DoDI 1327.06.
 - Will be forfeited if any portion remains unused at separation from active service.
 - May not be transferred to create any kind of shared benefit.



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- **Secondary Caregiver Leave**

- Limited to covered Service members who are designated as, “secondary caregivers” in conjunction with qualifying birth events or adoptions.
- Limited to 21 days of non-chargeable leave and must be taken within one year (or 18 months with respect to the MPLP retroactive period) of a qualifying birth event or adoption.
- May be less than 21 days if elected by a designated primary caregiver.
- May be taken with Maternity Convalescent Leave and/or ordinary leave.
- Must be taken in only one increment.
- May not be authorized in cases where the child is given up for adoption, and/or parental rights are terminated or surrendered.
- Will be forfeited if any portion remains unused at separation from active service.
- May not be transferred to create any kind of shared benefit.



Back Up



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13. Question from September 2017: Parent Leave Policies. The Secretary of Defense should consider allowing the Military Services to permit flexible (non-continuous) use of Maternity and Parental Leave, if requested by the military parent(s).

Response from DOD POC: FY2017 NDAA prohibits the flexible (non-continuous) use of Maternity and Parental Leave so we were not able to consider it.

14. Question from September 2017: Parent Leave Policies. The Secretary of Defense should consider removing the marriage stipulation from Parental Leave in order to be consistent with policies that recognize non-married parental benefits.

Response from DOD POC: The FY2017 NDAA already revised the statute to remove the marriage stipulation.