

Headquarters U.S. Air Force

Integrity - Service - Excellence

RFI #11: Military Parental Leave Program (MPLP)



U.S. AIR FORCE

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RFI #11: Military Parental Leave Program (MPLP)

- **Directed by Congress**
 - **FY 17 National Defense Authorization Act (NDAA)**
 - **Public Law 114-328**
 - **Effective 23 December 2016**
 - **AF policy published 6 June 2018 retroactive to 23 December 2016**

- **Covered Members**
 - **Active Component**
 - **Reserve Component service members performing Active Guard/Reserve duty**
 - **Reserve Component members on active duty orders in excess of 12 months**



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■ **Program Entitlements**

■ **Maternity Convalescent Leave**

- **Limited to a covered Service member birthparent after a qualifying birth event**
- **Limited to 6 weeks non-chargeable leave**
- **Must be taken immediately following childbirth**
- **Must be taken prior to caregiver leave**
- **Commanders cannot disapprove**



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■ Program Entitlements

■ Primary Caregiver Leave

- Limited to covered Service members who are designated as “primary caregivers”
- Limited to 6 weeks non-chargeable leave
- Must be taken within one year of a qualifying birth event or adoption
- Must be taken in only one increment



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■ Program Entitlements

■ Secondary Caregiver Leave

- Limited to covered Service members who are designated as “secondary caregivers”
- Limited to 21 days of non-chargeable leave
- Must be taken within one year of a qualifying birth event or adoption
- Must be taken in only one increment



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- **Consideration of DACOWITS 2017 Recommendations:**
 - **Recommendation 1: The Secretary of Defense should consider allowing the Military Services to permit flexible (noncontinuous) use of maternity and parental leave if requested by the military parent(s).**
 - **The law directs that caregiver leave be taken in only one increment. There was no option for the Air Force to provide flexibility.**
 - **Recommendation 2: The Secretary of Defense should consider removing the marriage stipulation from parental leave in order to be consistent with policies that recognize nonmarried parental benefits.**
 - **The marriage stipulation to the old Parental Leave was written in the old law. There is no such stipulation in the current law and the Air Force did not consider putting one in place.**



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Questions?