

**U.S. Coast Guard briefing to  
DACOWITS  
11-12 September 2018**

Presented by:  
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# Request for Information #11

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The Committee requests a briefing from each of the Military Services (to include the Reserve Components) on current policies relative to parental leave for primary and secondary caregivers, and whether consideration was given to the 2017 recommendations made by DACOWITS on this topic.

- The National Defense Authorization Act (NDAA) 2017, Section 521, updated maternity, parental, and adoption leave and laws in Title 10 of United States Code. These laws had two significant updates: who is eligible and how much leave an eligible person receives. The Coast Guard worked with the Department of Defense to promulgate new policies and standards based on the NDAA, including the definition of primary and secondary caregivers.
- The Coast Guard updated its Maternity, Parental and Adoption Leave policy in June 2018.



# 2017 Recommendation #13

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**13 - 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).

- Maternity leave remains 12 weeks but is now technically considered: 6 weeks of convalescent leave and six weeks of primary caregiver leave. The member does have the option to break leave to return to work status but only after the conclusion of 6 weeks of convalescent leave.
- Primary caregivers will receive 42 days upon the birth or adoption of a child.
- Secondary caregivers will receive 21 days upon the birth or adoption of a child.
- The Coast Guard also established a Post Partum policy which allows post-partum Active Duty members to not be issued TDY orders for up to 12 months from the date of a birth event unless the member elects such orders. Post-partum Reserve members shall not be involuntarily mobilized for up to 12 months from the date of a birth event. A post-partum Reserve member may elect voluntary mobilization orders.



# 2017 Recommendation #14

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**14 - 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.

- The NDAA created a gender neutral construct recognizing primary and secondary caregivers.
- Previously, only one member in a dual military couple could receive adoption leave. Now, both members in a dual military couple will receive adoption leave.



# Points of Contact

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## **Diversity and Inclusion CG-127**

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