

DACOWITS RFI #11



Assistant Pay and Allowance, USN

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DACOWITS – PARENTAL LEAVE (RFI #11)

Current policies relative to parental leave for primary and secondary caregivers.

- **The FY17 NDAA directed the creation of new non-chargeable leave (maternity convalescent leave, primary caregiver leave and secondary caregiver leave).**
 - The statute authorizes 6 weeks of maternity convalescent leave, 6 weeks of primary caregiver leave, and up to 21 days of secondary caregiver leave to AC members and RC members on active duty for 1 year or more.
 - OSD policy allows the Services to set lower limits on the caregiver leave and DoN policy set secondary caregiver leave at 14 days.
 - Each leave period (maternity convalescent, primary caregiver and secondary caregiver) must be taken as a continuous block. Caregiver leave can be flexibly scheduled within one year of the qualifying event, unused leave is forfeit after one year. Members nearing or on deployment will normally be required to defer their caregiver leave until after deployment.
 - Non-birth parents are no longer required to be married to receive caregiver leave, but parentage does need to be established.
- **OSD released their implementation guidance on March 23, 2018, DoN released their guidance May 23, 2018, and Navy released a NAVADMIN on June 21, 2018.**
 - A detailed MILPERSMAN article will be forthcoming along with a Navy Standard Integrated Personnel System update to reflect the new leave categories.