

BULLET BACKGROUND PAPER

ON

DEPARTMENT OF THE AIR FORCE (DAF) MATERNITY UNIFORM PILOT PROGRAM (MUPP) STATUS

PURPOSE

Provide status of the DAF's MUPP in response to the Defense Advisory Committee on Women in the Services (DACOWITS) request for information.

BACKGROUND

- During MUPP development, the Air Force and Army partnered on the logistical processes for uniform issuance. Using the Army's established Organizational Clothing and Individual Equipment (OCIE) processes, the service identified 10 locations for the inaugural pilot program.
- MUPP launched on 1 October 22 at 10 installations under the Army's two OCIE issuing programs:
 - Direct issue to the service member from Army Central Issue Facilities (CIF) at Army installations co-located or near nine of the DAF bases
 - Online ordering through the Army's OCIE Direct Ordering (ODO) program that ships uniforms to service member's unit at the remaining base
- In July 2023, MUPP expanded to two additional bases utilizing the ODO process (Little Rock AFB and Malmstrom AFB).

PROGRAM STATUS

- Since the program's inception, participation has steadily increased.
- As of the latest reports from the Army on 26 July 23, uniforms have been issued to 219 Airmen and Guardians at the initial 10 bases.
 - 42 officers at 19.2%
 - 172 enlisted at 78.5%
 - 5 officer/enlisted category unknown at 2.3% (working to acquire additional information)
- Based on the 26 July 23 report, 13 service members have returned their uniforms
 - Service members received their end of program survey requests on 26 July 23.
 - To date, we have received 6 completed surveys, which is insufficient data to establish quantitative information.

CONCLUSION

- The program is functioning well, and participation continues to grow. The DAF's Program and Logistics Managers are confident that participation and feedback will provide sufficient data to the Defense Logistics Agency for their final report to Congress on or before 30 Sep 25.

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Approved By: Mr. David McCain/AFLCMC/WNU/937-477-1485/dwm/22 Aug 23

Maternity Uniforms Chart – DACOWITS’ September 2023 RFI 5 (bullet d)

Response:	Question 1 - How much do maternity uniforms cost on average?
USA	
USN	
USMC	
DAF	Operational camouflage pattern (OCP) slacks: \$36.74; OCP coat: \$39.10; Lactation t-shirt: \$24.00; Service dress jumper: \$64.00; Slacks: \$36.50; Skirt: \$35.00; Blue long sleeve shirt: \$50.00; Blue short sleeve shirt: \$42.00
USCG	
Response:	Question 2 - When does a servicewoman receive her maternity uniform allowance?
USA	
USN	
USMC	
DAF	A pregnant service member may request a maternity uniform allowance upon receipt of an AF Form 469 (profile) then will receive payment in either the mid-month or end-of-month pay, depending on the date of the request within an applicable month.
USCG	
Response:	Question 3 – What is required to initiate receiving the maternity uniform allowance?
USA	
USN	
USMC	
DAF	The service member will submit a signed maternity supplemental clothing allowance statement of understanding and an Air Force Form 469 (profile) to their local financial service office to initiate payment.
USCG	

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Response:	Question 4 - Is there a waiting period to receive this allocation (e.g., after the 1 st trimester)?
USA	
USN	
USMC	
DAF	No, The member will receive payment in mid-month or end-of-month pay depending on the when the request was processed within applicable month.
USCG	
Response:	Question 5 - How much is the maternity uniform allowance?
USA	
USN	
USMC	
DAF	\$411.56.
USCG	
Response:	Question 6 - What is the maternity uniform allowance supposed to cover (e.g., two working uniforms)?
USA	
USN	
USMC	
DAF	Purchase of a single service dress uniform which is mandatory.
USCG	

Maternity Uniforms Chart – DACOWITS’ September 2023 RFI 5 (bullet d)

Response:	Question 7 - Who is eligible to receive a maternity uniform allowance (e.g., officer/enlisted)?
USA	
USN	
USMC	
DAF	Enlisted personnel only.
USCG	
Response:	Question 8 - Are maternity uniforms readily available in all uniform shops?
USA	
USN	
USMC	
DAF	Yes, maternity uniforms are readily available in Military Clothing Sales stores and on-line to meet the requirements (or demand).
USCG	
Response:	Question 9 - If ordered online, what is the average order/receive turnaround time?
USA	
USN	
USMC	
DAF	Online CONUS orders are fulfilled within 3-5 days while OCONUS orders are fulfilled within 5-10 days.
USCG	

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Response:	Question 10 - What maternity uniform sizes are available?
USA	
USN	
USMC	
DAF	Maternity uniforms are available in sizes XS-3X.
USCG	
Response:	Question 11 - Are maternity uniforms adjustable to account for the different stages in pregnancy?
USA	
USN	
USMC	
DAF	Yes; Maternity uniforms utilize stretch fabric for belly panels, seaming for expanded fit without bulk, and adjustable tabs to accommodate all pregnancy stages.
USCG	
Response:	Question 12 - Are uniform tops "lactation friendly" (e.g., is the undershirt designed for breast feeding)?
USA	
USN	
USMC	
DAF	Service members are authorized to wear a long or short sleeve breastfeeding T-shirt with their utility uniform.
USCG	

Maternity Uniforms Chart – DACOWITS’ September 2023 RFI 5 (bullet d)

Response:	Question 13 - Are maternity outer garments available (e.g., all-weather coat)? If not, is there a policy on an authorized coat to wear during the winter and rainy season?
USA	
USN	
USMC	
DAF	No. However, all outer garments are authorized to be worn with applicable maternity uniforms with a caveat that outer garments may be worn unbuttoned or unzipped (as applicable) when worn with a maternity uniform.
USCG	
Response:	Question 14 - Do all the maternity uniform patterns and material match that of the rest of the Service branch (e.g., flag on shoulder, retired uniform material)? If not, why not?
USA	
USN	
USMC	
DAF	Maternity uniforms are made from identical materials, camo patterns, and match design and insignia of standard female uniforms, as closely as possible, so pregnant service member uniform does not differ from standard female uniform.
USCG	
Response:	Question 15 - Are maternity uniforms depicted online for servicewomen to reference, per the uniform regulations?
USA	
USN	
USMC	
DAF	All uniforms are depicted on Army Air Force Exchange Service (AAFES) site: shopmyexchange.com with the exception of maternity blue, long sleeve shirt, blue, short sleeve shirt and lactation t-shirt. AAFES is aware and will have those items posted.
USCG	

Maternity Uniforms Chart – DACOWITS’ September 2023 RFI 5 (bullet d)

Response:	Question 16 – How long may maternity uniforms be worn postpartum? Does the wear of maternity uniforms postpartum require doctor/command approval?
USA	
USN	
USMC	
DAF	All authorized maternity uniform combinations may be worn for up to six months after delivery. No, it does not require a doctor/command approval as it is written into DAF-wide policy.
USCG	
Response:	Question 17 – What is the process for uniform changes and who is the approval authority?
USA	
USN	
USMC	
DAF	Uniform change requests are submitted using the Guardians and Airmen Innovation Network website. Submissions are considered by a uniform board made up of service members. Board recommendations are submitted to the Chief of Staff of the Air Force for a decision.
USCG	
Response:	Question 18 – When was the last time your Service’s maternity uniforms were reviewed and was anything updated?
USA	
USN	
USMC	
DAF	In 2020, the development of the one-piece maternity flight suit; followed by a two-piece maternity flight suit in 2021. Both items allowed female aircrew to fly during pregnancy with same safety and comfort as other female aircrew. In 2022, the DAF developed

Maternity Uniforms Chart – DACOWITS’ September 2023 RFI 5 (bullet d)

	an updated AF maternity service dress ensemble, which includes new materials and designs such as a wrap dress and tunic jacket. The final item which is the maternity service dress uniform is awaiting the AF/A1 final approval.
USCG	

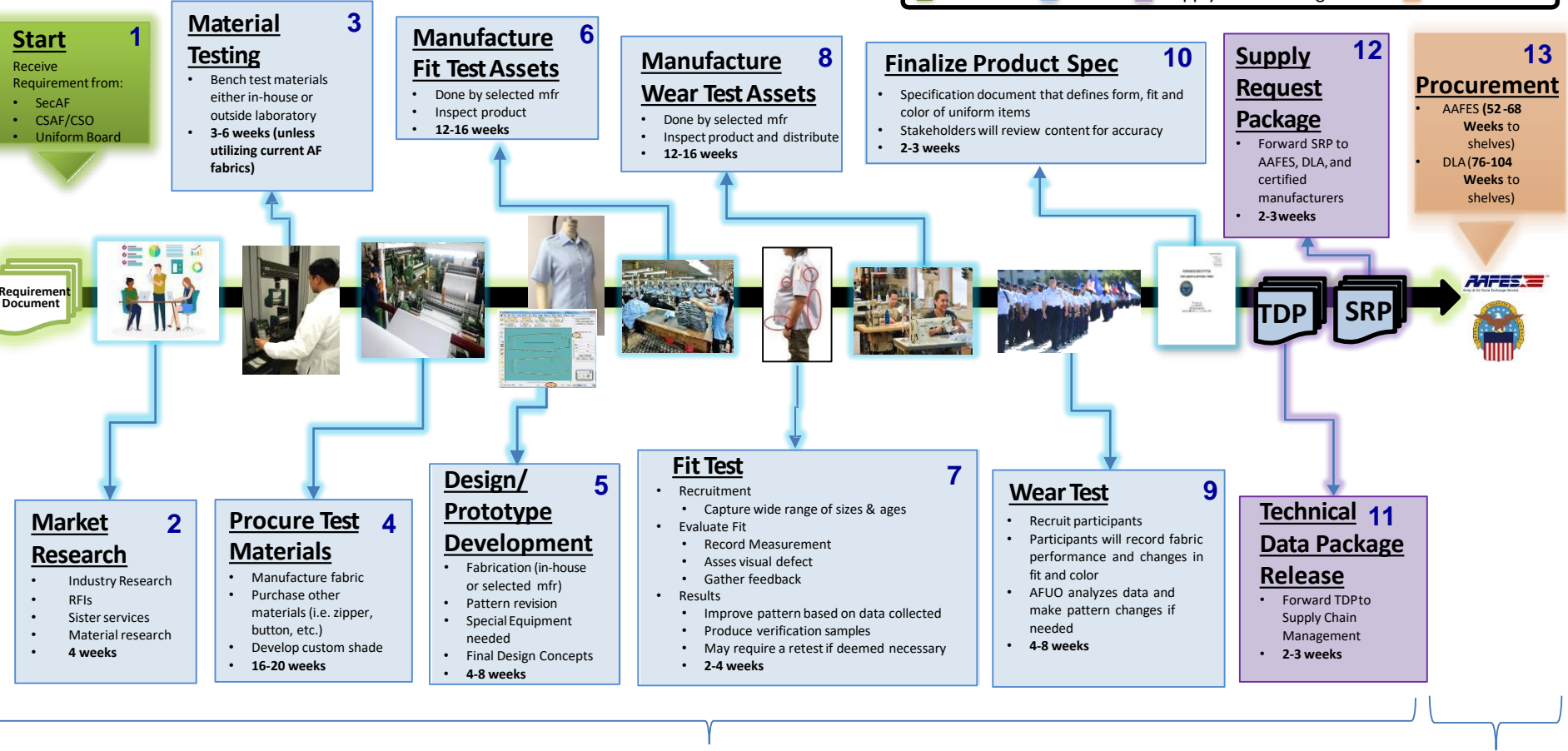


Uniform Development Timeline



AFLCMC... Providing the Warfighter's Edge

Customer
AFUO
Supply Chain Management
DLA/AAFES



Development Cycle: 63-91 weeks

AAFES: 52-68 weeks
DLA: 76-104 weeks



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

OFFICE OF THE SECRETARY

29 August 2023

MEMORANDUM FOR DACOWITS

FROM: HQ USAF
1720 Air Force Pentagon
Washington DC 20330-1720

SUBJECT: DAF DACOWITS RFI Response RFI #5

QUESTION #5

In 2020, Congress passed the “Rent the Camo: Access to Maternity Wear Act” Bill (H.R. 7289), which directed the “Department of Defense to carry out a pilot program to establish an office for issuing maternity-related uniform items to pregnant members of the Armed Forces, on a temporary basis through FY26 and at no cost to such members.” In January 2022, the Navy launched a maternity uniform pilot program, which is open to officer and enlisted personnel assigned CONUS and OCONUS. In March 2022, the Marine Corps launched a maternity uniform pilot program, which is restricted to female officers located within 100 miles of MCB Quantico. In June 2022, the Department of the Air Force launched a maternity uniform pilot program, which is open to officer and enlisted Airman/Guardians, assigned to 10 specific bases. In December 2022, via RFI 5d.i, the Military Services provided updates to their maternity uniforms. During this meeting, the Department of the Air Force showcased their redesigned maternity dress and aviation uniforms.

The Committee requests a written response from the Army, Navy, Marine Corps, Department of the Air Force, and Coast Guard detailing maternity uniform pilot programs, maternity uniforms currently in use, as well as plans to update maternity uniforms.

a. Provide an update on the status of your Service’s maternity uniform pilot program (e.g., utilization rate, findings, etc.).

Response provided by AFMC

d. In September 2016, via RFI 11, the Committee asked the Military Services to provide information/data on current maternity uniforms and any future prototypes (to include those being wear tested/piloted). Update this information/data utilizing a blank Maternity Uniforms Chart for questions 1-18.

See document titled A1PA Inputs_RFI 5d_Maternity Uniforms Chart_DAF response

e. Do the Services collaborate on maternity uniform design concepts? If so, how and at what level?

Services collaborate on maternity uniforms by presenting new product concepts at quarterly Cross Service Warfighter Equipment Board meetings, Joint Clothing and Textile Modernization Initiative meetings, and informal design meetings. The meetings include program office leadership, action officers, designers, and technical experts. The Air Force Uniform Office (AFUO) held a joint service meeting on 20 July 2023 to present development and wear test results on the AF Maternity Service Dress Ensemble. The AFUO has also shared patterns and materials with the Army, Navy, and Coast Guard to aid in their development efforts and commonality of sizing and materials across the DoD.

f. Do the Services separately contract for maternity uniform production, and do they use a common or separate vendor?

The Operational Camouflage Uniform worn by the Army, Air Force, and Space Force is procured under the same Defense Logistics Agency (DLA) contract. Maternity flight suits worn by Air Force, Navy, and Army are also procured under the same DLA contract. These DLA contracts utilize multiple vendors to ensure adequate production capacity for force readiness. Air Force and Space Force service dress uniforms and optional maternity items are procured by Army & Air Force Exchange Service (AAFES).

g. Who has the lead for the procurement of maternity uniforms?

Each service has the lead for their service dress uniforms and they collaborate on development. As Primary Inventory Control Activity (PICA) for the Operational Camouflage Uniforms, the Army is the lead, however, the Air Force can request improvements and will conduct side-by-side testing.

h. How long does the process take for selection (e.g., award to contract to delivery)?

Development of maternity uniforms can take 12-24 months depending on the requirement and availability of materials. Once development is complete, from initial award to delivery takes approximately 18-24 months for DLA and 18-24 months for AAFES.

i. Provide a flow chart which depicts the steps from design to production to procurement to receipt. Annotate the timeline between each phase.

See timeline slide titled “Product Development Timeline and Flowchart_Aug 2023”