



DEPARTMENT OF THE NAVY
HEADQUARTERS, UNITED STATES MARINE CORPS
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MPO
AUG 03 2020

From: Branch Head, Manpower Military Policy
To: Chair, Defense Advisory Committee on Women in the Services
Subj: RESPONSE TO CAREGIVER SABBATICAL REQUEST FOR INFORMATION (RFI)
Ref: (a) DACOWITS RFIs for September 2020

1. The following is provided in response to the reference, specifically RFI #4 (Caregiver Sabbatical).
2. RFI #4: In March 2020, the Committee was briefed by the Military Services on the status of their Primary Caregiver Leave policies. During the briefing, the Marine Corps panelist shared that their Service was reviewing and considering the implementation of a one-year sabbatical following the birth or adoption of a child. In June 2020, the Committee requested a written response from the Marine Corps on the status of this initiative and was told the Marine Corps is still in the process of developing options for a Commandant decision no later than July 2020. The Committee requests a briefing from the Marine Corps on the status of this initiative.
3. RFI Response: MPO (M&RA) is providing this written response in lieu of a brief because there has not been a decision yet regarding the Marine Corps' Maternity/Parental Leave policy. In the year since the Commandant released his guidance concerning changes to the Marine Corps' parental leave policy, our work has shown that improving parental leave policy must consider the full complexity of becoming a parent and potentially all existing policies related to parenthood. Thoroughness is requiring more time than we expected. In addition, the Marine Corps must adhere to current DoD policy which limits the amount of Military Parental Leave authorized to any Service Member. The Marine Corps will need to coordinate with the other Services and the Secretary of Defense to affect our desired improvements. As the Commandant stated, the Marine Corps has to work towards improving the parental leave policy to support Marines and families across a continuum of service whether that is after the birth or adoption of a child or later when the child is being raised and parents might need to make a decision about their careers. The feasibility of using current authorities provided by the Career Intermission Program is being considered to provide greater flexibility to Marines. Central to updating the parental leave policy is our desire to retain talent in our ranks by making certain that Marines have the flexibility to balance career and family plans and responsibilities. The Commandant would like to see changes to the Marine Corps' parental leave policy in the next six months. We are currently working to finalize the

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recommended changes for senior Marine Corps leadership to make a decision. We look forward to sharing details once the Commandant makes a decision.

2. The Marine Corps point of contact is Major Melvin Burch-Bynum who can be reached at Comm: (703)432-9430, Email: melvin.burch-bynum@usmc.mil.

A handwritten signature in black ink, appearing to read 'R. Lianez', with a stylized, flowing script.

R. Lianez

INFORMATION PAPER

Subj: CAREER INTERMISSION PROGRAM (CIP) SUMMARY FOR DEFENSE ADVISORY
COMMITTEE ON WOMEN IN THE SERVICES (DACOWITS) SEPTEMBER 2020 PANEL

1. Purpose. Provide DACOWITS with information regarding the Marine Corps CIP for the March discussion panel.

2. Background. The Marine Corps started the CIP in August 2013. Through July 2020, the Marine Corps approved 18 applications of the total 25 received. Two requests were withdrawn prior to a decision and one request is currently in staffing for approval. Of the four not approved, one officer was denied based on inventory challenges, one officer was denied based on being selected for the attaché program, one restricted officer was ineligible, and one officer was denied based on inventory challenges and remaining service obligations. Of the 18 approved applications, four Marines withdrew their applications after approval. Of the 14 remaining approved applicants, all 14 Marines executed their intermission, with three of this group currently executing the program.

While on intermission, two Marines applied for inter-service transfers and returned to active duty in the U.S. Navy. Of the Marines currently on the program, one officer is scheduled to return during FY21, and one officer and one enlisted are scheduled to return during FY23. One officer has returned to active duty in the Marine Corps since the last DACOWITS CIP report of March 2020.

Two officers were twice passed over for promotion, resulting in mandatory separation dates after their CIP obligations. Two officers were selected for the next rank and will continue to serve past their CIP obligation. One officer and one enlisted are not eligible for promotion to the next rank at this time.

3. Key Points

Deputy Commandant, Manpower and Reserve Affairs (DC, M&RA) determines the eligibility criteria for CIP participation. Director, Manpower Management (Dir, MM) has approval authority for applications. Overseeing and managing participants while they are in the program currently resides in Manpower Management Separation and Retirement Branch (MMSR). Participants muster monthly and identify personnel issues to the CIP manager.

The CIP is open to applications from all Marine Corps military occupational specialties (MOS) except those from restricted officers and those otherwise ineligible for consideration. Special consideration is given to those MOSs experiencing inventory and retention challenges.

The applicant's commanding officer shall submit, as an endorsement, a recommendation that speaks to the applicant's motivation and potential for independent duty and future service. The application is screened by applicable stakeholders for ineligibility (restricted MOSs, medical, financial, or legal). The applicant's personal statement indicating reasons for intermission is reviewed for feasibility and impacts to a return to

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active duty; however their reasons for intermission are not the basis for approval.

Data Requested:

- a. Female officer and enlisted broke out of the 6 total female participants.
 - Enlisted (1 of 6)
 - o SSgt (1)
 - Officer (5 of 6)
 - o Capt (3)
 - o Maj (2)
- b. Number of women participants and total number of all participants citing family and/or childcare reasons for CIP.
 - Female (3 of 6)
 - Male (6 of 19)
 - Total (9 of 25)
- c. The time taken by each of the female participants citing family and/or childcare reason.
 - 1 servicewoman took 3 years
 - 1 servicewoman took 1 year
 - 1 servicewoman plans to take 3 years (currently on CIP)
- d. Summary:
 - Number of applications received (25)
 - Number of applications approved (18)
 - Number of participants completed CIP (11)
 - IST to the Navy (2)
 - Number of participants currently on CIP (3)
 - Number of application withdrawn post approval (4)
 - Number of applications disapproved (4)
 - Number of applications withdrawn prior to approval (2)
 - Number of applications currently processing (1)