



NATIONAL GUARD BUREAU
111 SOUTH GEORGE MASON DRIVE
ARLINGTON VA 22204-1373

ARNG-HRZ (RN 600)

17 March 2023

MEMORANDUM FOR The Adjutants General of All States, Puerto Rico, the U.S. Virgin Islands, Guam, and the Commanding General of the District of Columbia

SUBJECT: Army National Guard Implementation Guidance for the Expansion of the Military Parental Leave Program (PPOM #23-013)

1. References.

- a. Title 10, United States code, Section 701 (Entitlement and Accumulation).
- b. DoD, Under Secretary of the Army Directive, (Directive-Type Memorandum 23-001 (Expansion of the Military Parental Leave Program)), 4 January 2023.
- c. DoD, Secretary of the Army Directive, (Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum)), 19 April 2022.
- d. Army Regulation 600-8-10 (Army Leaves and Passes).
- e. Army National Guard Bureau, ARNG-HRH Policy memorandum 19-003 (Army National Guard Implementation Guidance for the Army Military Parental Leave Program Authorized by Army Directive (AD) 2019-05), 22 May 2019.

2. Purpose. To outline the procedures and administrative requirements for the Expansion of the Military Parental Leave Program (MPLP).

3. Applicability. This policy applies to all ARNG Soldiers currently on active duty more than 12 months consecutively to include: the Title 10 and Title 32 Active Guard Reserve program, One Time Occasional Tours, Active-Duty Operational Support, and Full-time National Guard Duty. This does not apply to Soldiers who otherwise qualified for this entitlement but no longer serve on active duty.

4. Guidance.

a. The Military Parental Leave Program expanded to 12 weeks for qualifying Soldiers. The parental leave described below applies to any events occurring on or after 27 December 2022:

ARNG-HRZ (RN 600)

SUBJECT: Army National Guard Implementation Guidance for the Expansion of the Military Parental Leave Program

(1) Members who give birth (birthparent) and/or are the non-birthparent are authorized 12 weeks of parental leave following a period of convalescence to care for the child. The 12 weeks parental leave is authorized during the 1-year period beginning on the date of birth of the child.

(2) Members who adopt a minor child, have a minor child placed for adoption or long-term foster care with them, are authorized 12 weeks of parental leave to care for the child. The 12 weeks parental leave is authorized during the 1-year period following the date of adoption of a minor child or placement of a minor child with the member.

b. Members who are the birthparents (Soldiers who physically give birth) are deferred or excused for 365 days after the birth of their child from all continuous duty events that are more than 1 normal duty day/shift. These include but are not limited to deployment, mobilization, field training, Combat Training Center Program rotations, collective training events away from home station (Unit of Assignment), pre-mobilization training, Unit Training Assembly away from home station (Unit of Assignment), and temporary duty.

c. Soldiers who are non-birthparents, who adopt a minor child, place a minor child for adoption or long-term foster care with them, should expect to deploy with their units. Unit Commanders will consider the significance of the event and its impact on readiness (for example, a critical deployment or critical training exercise) when considering a Soldier's request for parental leave.

d. Soldiers will work with their Chain of Command as early as possible to develop a parental leave plan that balance both the needs of the Soldier and the needs of the unit.

5. Procedures.

a. Soldiers will use Army Regulation 600-8-10, Paragraph 5-5, to request expanded parental leave. Soldiers will use "primary caregiver" in block 8 of DA Form 31 (Request and Authority for Leave) and in the Integrated Personnel and Pay System-Army (IPPS-A) until updates are completed. The Soldier's commander is the approving authority. Only the first General Officer in a Soldier's Chain of Command may disapprove a parental leave request for any Soldier.

b. Commanders will take part in the development of Soldier's parental leave plan, in accordance with reference b, before approving caregiver designation and parental leave. Commanders must balance the needs of the unit with the needs of the Soldier to maximize the opportunity to use parental leave.

ARNG-HRZ (RN 600)

SUBJECT: Army National Guard Implementation Guidance for the Expansion of the Military Parental Leave Program

c. Parental leave applies to Soldiers with unused caregiver leave or maternity convalescent leave on or after 27 December 2022. A qualifying Soldier is authorized a total of 12 weeks of parental leave. Unit commanders must approve the parental leave.

d. Birthparents in a maternity convalescent status as of 27 December 2022 are authorized to continue in such a status until the birthparent completes the approved period of maternity convalescent leave.

e. Unused parental leave after one year of the qualifying event will be forfeited, unless authorized by an extension.

6. Soldiers are to send inquiries to ng.ncr.ngb-arng.mbx.hrh-m@army.mil.

7. The point of contact for this action is Mr. Gilbert S. Morales at 703-607-3297, DSN 327-3297, or gilbert.s.morales.civ@army.mil.

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