

ALARACT 035/2024

DTG: R 301425Z MAY 24

UNCLAS

SUBJ/ALARACT 035/2024 – THE MILITARY PARENTAL LEAVE PROGRAM
IMPLEMENTATION GUIDANCE

THIS ALARACT MESSAGE HAS BEEN TRANSMITTED BY JSP ON BEHALF OF
HQDA, DCS, G-1//DAPE-PR

NARR: THIS ALARACT REPLACES ALARACT 018/2023, WHICH IS NOW INACTIVE

1. (U) REFERENCES:

1.A. (U) TITLE 10, UNITED STATES CODE, SECTION 701 (ENTITLEMENT AND
ACCUMULATION) AS AMENDED BY SECTION 621 OF PUBLIC LAW 117-81,
AVAILABLE AT [HTTPS://USCODE.HOUSE.GOV/](https://uscode.house.gov/)

1.B. (U) DIRECTIVE-TYPE MEMORANDUM 23-001 (EXPANSION OF THE MILITARY
PARENTAL LEAVE PROGRAM), AVAILABLE AT
[HTTPS://WWW.ESD.WHS.MIL/PORTALS/](https://www.esd.whs.mil/portals/)

1.C. (U) ARMY DIRECTIVE 2022-06, PARENTHOOD, PREGNANCY, AND
POSTPARTUM

1.D. (U) AR 600-8-10, LEAVES AND PASSES

1.E. (U) DIRECTIVE-TYPE MEMORANDUM 22-004 (RESERVE COMPONENT
MATERNITY LEAVE PROGRAM), AVAILABLE AT [HTTPS://WWW.ESD.WHS.MIL/DD/](https://www.esd.whs.mil/dd/)

1.F. (U) DODI 8260.03 (THE GLOBAL FORCE MANAGEMENT DATA INITIATIVE
(GFM DI)), AVAILABLE AT [HTTPS://WWW.ESD.WHS.MIL/DD/](https://www.esd.whs.mil/dd/)

1.G. (U) AR 637-1, ARMY COMPENSATION AND ENTITLEMENTS POLICY

2. (U) EFFECTIVE 4 JANUARY 2023, ALL ARMY PERSONNEL WILL COMPLY WITH
THE PARENTAL LEAVE POLICY, RESPONSIBILITIES, AND PROCEDURES
OUTLINED IN REFERENCE 1.B TO ENSURE COMPLIANCE WITH THE LAW.

3. (U) PURPOSE: TO REAFFIRM ARMY POLICY FOR THE EXPANSION OF THE
MILITARY PARENTAL LEAVE PROGRAM (MPLP) AUTHORIZED IN REFERENCE
1.B.

4. (U) ARMY POLICY:

4.A. (U) ANY LIMITATIONS BEYOND THOSE LISTED IN THIS POLICY REQUIRES APPROVAL BY THE SECRETARY OF THE ARMY.

4.B. (U) ALL ACTIVE COMPONENT SOLDIERS, RESERVE COMPONENT SOLDIERS PERFORMING ACTIVE GUARD AND RESERVE DUTY OR FULL-TIME NATIONAL GUARD DUTY FOR MORE THAN 12 MONTHS CONSECUTIVELY, AND RESERVE COMPONENT SOLDIERS PERFORMING DUTY UNDER A CALL OR ORDER TO ACTIVE SERVICE FOR MORE THAN 12 MONTHS CONSECUTIVELY, REFERRED TO COLLECTIVELY IN THIS MESSAGE AS "SOLDIERS," ARE COVERED BY THE PARENTAL LEAVE POLICY.

4.C. (U) IT IS IMPORTANT FOR THE DEVELOPMENT OF MILITARY FAMILIES THAT SOLDIERS BE ABLE TO CARE FOR THEIR NEWBORN, ADOPTED, OR PLACED CHILD OR CHILDREN, ALL OF WHOM ARE REFERRED TO IN THIS MESSAGE AS "CHILD." SOLDIERS WILL WORK WITH THEIR CHAIN OF COMMAND AS EARLY AS POSSIBLE TO DEVELOP A PARENTAL LEAVE PLAN THAT BALANCES BOTH THE NEEDS OF THE SOLDIER AND THE NEEDS OF THE UNIT.

4.D. (U) THE PARENTAL LEAVE DESCRIBED IN THIS MESSAGE APPLIES TO A SOLDIER WHEN ANY ONE OF THESE EVENTS OCCURS ON OR AFTER 27 DECEMBER 2022:

4.D.1. (U) THE BIRTH OF A SOLDIER'S CHILD,

4.D.2. (U) ADOPTION OF A MINOR CHILD BY THE SOLDIER, OR

4.D.3. (U) PLACEMENT OF A MINOR CHILD WITH THE SOLDIER FOR ADOPTION OR LONG-TERM FOSTER CARE.

4.E. (U) SOLDIERS WILL BE AUTHORIZED PARENTAL LEAVE FOR THE BIRTH OF THEIR CHILD AND TO CARE FOR THE CHILD, IN ACCORDANCE WITH PARAGRAPHS 4.F. AND 4.G.

4.F. (U) BIRTH PARENTS.

4.F.1. (U) IN ACCORDANCE WITH REFERENCE 1.C, ALL BIRTH PARENTS (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 IN EXCESS OF 1 NORMAL DUTY DAY/SHIFT. THESE INCLUDE, BUT ARE NOT LIMITED TO:

4.F.1.A. (U) DEPLOYMENT.

4.F.1.B. (U) MOBILIZATION.

4.F.1.C. (U) FIELD TRAINING.

4.F.1.D. (U) COMBAT TRAINING CENTER PROGRAM ROTATIONS.

4.F.1.E. (U) COLLECTIVE TRAINING EVENTS AWAY FROM HOME STATION (UNIT OF ASSIGNMENT).

4.F.1.F. (U) PRE-MOBILIZATION TRAINING.

4.F.1.G. (U) UNIT TRAINING ASSEMBLY AWAY FROM HOME STATION (UNIT OF ASSIGNMENT).

4.F.1.H. (U) TEMPORARY DUTY.

4.F.2. (U) FOR THE BIRTH PARENT, 12 WEEKS OF PARENTAL LEAVE WILL BE AUTHORIZED IN ADDITION TO AND FOLLOWING A PERIOD OF MATERNITY CONVALESCENT LEAVE FROM CHILDBIRTH.

4.F.2.A. (U) MATERNITY CONVALESCENT LEAVE IS AUTHORIZED FOR THE RECOVERY OF THE BIRTH PARENT FROM GIVING BIRTH IF SUCH LEAVE IS SPECIFICALLY RECOMMENDED, IN WRITING, BY THE HEALTHCARE PROVIDER OF THE BIRTH PARENT TO ADDRESS A DIAGNOSED MEDICAL CONDITION AND IS APPROVED BY THE UNIT COMMANDER. THE PERIOD OF MATERNITY CONVALESCENT LEAVE IMMEDIATELY FOLLOWING CHILDBIRTH WILL BE TAKEN IN ONE INCREMENT. SUCH LEAVE WILL BEGIN ON THE FIRST FULL DAY AFTER THE BIRTH OF THE CHILD OR THE DATE OF RELEASE OF THE SOLDIER FROM THE HOSPITAL OR SIMILAR FACILITY WHERE THE BIRTH TOOK PLACE, WHICHEVER IS LATER.

4.F.2.B. (U) TWELVE WEEKS OF PARENTAL LEAVE WILL BE AUTHORIZED DURING THE 1-YEAR PERIOD BEGINNING ON THE DATE OF BIRTH OF THE CHILD. PARENTAL LEAVE WILL BE TAKEN FOLLOWING ANY PERIOD OF MATERNITY CONVALESCENT LEAVE DESCRIBED IN PARAGRAPH 4.F.2.A.

4.G. (U) NON-BIRTH PARENTS AND SOLDIERS WHO ADOPT A MINOR CHILD OR WHO HAVE A MINOR CHILD PLACED FOR ADOPTION OR LONG-TERM FOSTER CARE.

4.G.1. (U) SOLDIERS IDENTIFIED IN PARAGRAPH 4.G. ARE AUTHORIZED 12 WEEKS OF PARENTAL LEAVE, EITHER TAKEN IN WHOLE OR TAKEN IN INCREMENTS DURING THE 1-YEAR PERIOD BEGINNING ON THE DATE OF BIRTH OF THE CHILD. ADDITIONALLY, THESE SOLDIERS 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.

4.G.2. (U) ONLY THE FIRST GENERAL OFFICER IN A SOLDIER'S CHAIN OF COMMAND MAY DISAPPROVE A REQUEST FOR PARENTAL LEAVE FOR ANY SOLDIER IDENTIFIED IN PARAGRAPH 4.G. IF PARENTAL LEAVE IS DISAPPROVED SOLDIERS WILL REFER TO PARAGRAPHS 6 AND 7.

4.G.3. (U) IF THE CHILD IS BORN OUTSIDE OF MARRIAGE, THE NON-BIRTH PARENT'S PARENTAGE OF THE CHILD MUST BE ESTABLISHED IN ACCORDANCE WITH REFERENCE 1.D, PARAGRAPH 5-5D (6).

4.G.4. (U) SOLDIERS, TO INCLUDE DUAL MILITARY COUPLES, WILL BE AUTHORIZED 12 WEEKS OF PARENTAL LEAVE DURING THE 1-YEAR PERIOD FOLLOWING THE DATE OF PLACEMENT OF A MINOR CHILD WITH THE SOLDIER FOR ADOPTION, OR THE DATE OF ADOPTION OF A MINOR CHILD BY THE SOLDIER.

4.G.5. (U) IF A SOLDIER (OR A DUAL MILITARY COUPLE) USES A SURROGATE AND THE SOLDIER OR COUPLE BECOMES THE LEGAL PARENT(S) OF A NEWBORN CHILD, THE EVENT WILL BE TREATED AS AN ADOPTION AND WILL BE AUTHORIZED 12 WEEKS OF PARENTAL LEAVE.

4.G.6. (U) A SOLDIER IS NOT AUTHORIZED AN ADDITIONAL 12 WEEKS OF PARENTAL LEAVE WHEN THE PLACEMENT OF A MINOR CHILD WITH THE SOLDIER FOR ADOPTION IS FINALIZED AS AN ADOPTION BY THE SOLDIER OF A MINOR CHILD ALREADY RESIDING WITHIN THE SOLDIER'S HOUSEHOLD.

4.G.7. (U) PARENTAL LEAVE FOR LONG-TERM FOSTER CARE PLACEMENT. SOLDIERS, TO INCLUDE DUAL MILITARY COUPLES, WILL BE AUTHORIZED 12 WEEKS OF PARENTAL LEAVE DURING THE 1-YEAR PERIOD AFTER THE DATE OF PLACEMENT OF A MINOR CHILD WITH THE SOLDIER FOR LONG-TERM FOSTER CARE OF THE PLACED CHILD.

4.G.8. (U) A SOLDIER IS NOT AUTHORIZED AN ADDITIONAL 12 WEEKS OF PARENTAL LEAVE WHEN THE PLACEMENT OF A MINOR CHILD WITH THE SOLDIER FOR LONG-TERM FOSTER CARE IS CONVERTED TO A PLACEMENT FOR ADOPTION WITH THE SOLDIER, OR FINALIZED AS AN ADOPTION BY THE SOLDIER OF A MINOR CHILD ALREADY RESIDING WITHIN THE SOLDIER'S HOUSEHOLD.

5. (U) TAKING PARENTAL LEAVE:

5.A. (U) SOLDIERS MAY TAKE PARENTAL LEAVE IN ONE CONTINUOUS PERIOD OR IN INCREMENTS. PARENTAL LEAVE MAY BE TAKEN TOGETHER WITH ORDINARY LEAVE.

5.B. (U) PARENTAL LEAVE MAY BE TAKEN IN ONE OR MORE INCREMENTS. INCREMENTS WILL BE TAKEN CONSISTENT WITH OPERATIONAL REQUIREMENTS.

5.C. (U) SOLDIERS CHOOSING TO TAKE PARENTAL LEAVE IN MORE THAN ONE INCREMENT MUST REQUEST SUCH PROPOSED LEAVE IN BLOCKS OF AT LEAST 7 DAYS EACH FOR A MAXIMUM OF 12 INCREMENTS AND MUST SUBMIT SUCH REQUESTS WITHIN THE TIMELINES ESTABLISHED BY NORMAL PROCEDURES AND/OR THE UNIT COMMANDER.

5.D. (U) UNIT COMMANDERS ARE ENCOURAGED TO APPROVE REQUESTS FOR INCREMENTAL PERIODS OF PARENTAL LEAVE. IF THE UNIT COMMANDER DOES NOT APPROVE TAKING INCREMENTAL PARENTAL LEAVE, THE COMMANDER MUST ALLOW THE SOLDIER TO TAKE THE FULL 12 WEEKS OF PARENTAL LEAVE IN ONE CONTINUOUS PERIOD.

5.E. (U) SOLDIERS MAY TAKE ORDINARY (IN OTHER WORDS, CHARGEABLE) LEAVE IN BETWEEN INCREMENTS OF PARENTAL LEAVE OR CONSECUTIVELY WITH PARENTAL LEAVE. NO PARTICULAR ORDER OR SEQUENCE OF SUCH LEAVE IS REQUIRED.

5.F. (U) THE PROCESS FOR REQUESTING AND APPROVING LEAVE IS PRESCRIBED IN REFERENCE 1.D. SOLDIERS WILL CONTINUE TO USE "PRIMARY CAREGIVER" IN BLOCK 8 OF DA FORM 31 (REQUEST AND AUTHORITY FOR LEAVE) AND IN THE INTEGRATED PERSONNEL AND PAY SYSTEM (IPPS-A) UNTIL THE SYSTEM UPDATES FOR PARENTAL LEAVE ARE COMPLETED.

6. (U) DEFERRAL OF PARENTAL LEAVE:

6.A. (U) OPERATIONALLY DEPLOYED SOLDIERS MUST NORMALLY DEFER PARENTAL LEAVE UNTIL THEIR DEPLOYMENT IS COMPLETED. HOWEVER, IN COMPELLING CIRCUMSTANCES, A UNIT COMMANDER MAY APPROVE PARENTAL LEAVE IF THE UNIT COMMANDER DETERMINES THAT THE UNIT'S READINESS WILL NOT BE ADVERSELY IMPACTED.

6.B. (U) SOLDIERS WHO ARE REQUIRED TO DEFER PARENTAL LEAVE BECAUSE OF SUCH DEPLOYMENT MAY BE AUTHORIZED AN EXTENSION OF THE 1-YEAR PARENTAL LEAVE PERIOD AS DESCRIBED IN PARAGRAPH 7 OF THIS MESSAGE.

7. (U) EXTENSION OF THE 1-YEAR PARENTAL LEAVE PERIOD:

7.A. (U) A SOLDIER IS AUTHORIZED TO TAKE PARENTAL LEAVE AFTER THE 1-YEAR PERIOD, IF THE SOLDIER WOULD ORDINARILY LOSE UNUSED PARENTAL LEAVE AT THE END OF THE 1-YEAR PERIOD BECAUSE OF ONE OR MORE OF

CONDITIONS IN PARAGRAPHS 7.A.1 THROUGH 7.A.5. THE SECRETARY OF THE ARMY MAY APPROVE OTHER EXTENUATING CIRCUMSTANCES, ON A CASE-BY-CASE BASIS, THAT EXCEED A CONSECUTIVE PERIOD OF 90 OR MORE DAYS WITHIN THE 1-YEAR PERIOD CONCERNED:

7.A.1. (U) A SOLDIER'S PARTICIPATION IN A DEPLOYMENT AND/OR MILITARY EXERCISE FOR A CONSECUTIVE PERIOD OF 90 OR MORE DAYS WITHIN THE 1-YEAR PERIOD CONCERNED.

7.A.2. (U) A SOLDIER'S ATTENDANCE AT AN IN-RESIDENCE PROFESSIONAL MILITARY EDUCATION COURSE FOR A CONSECUTIVE PERIOD OF 90 OR MORE DAYS WITHIN THE 1-YEAR PERIOD CONCERNED.

7.A.3. (U) A SOLDIER'S EXECUTION OF PERMANENT CHANGE OF STATION ORDERS WITH TEMPORARY DUTY EN ROUTE TO A NEW PERMANENT DUTY STATION OF 90 OR MORE CONSECUTIVE DAYS THAT WOULD INTERFERE WITH THE TAKING OF PARENTAL LEAVE WITHIN THE 1-YEAR PERIOD CONCERNED.

7.A.4. (U) A SOLDIER CONDUCTED ROUTINE TEMPORARY DUTY AWAY FROM THE PERMANENT DUTY STATION FOR A CONSECUTIVE PERIOD OF 90 OR MORE DAYS WITHIN THE 1-YEAR PERIOD CONCERNED.

7.A.5. (U) A SOLDIER WAS HOSPITALIZED OR IN AN IN-PATIENT STATUS FOR 90 OR MORE CONSECUTIVE DAYS WITHIN THE 1-YEAR PERIOD CONCERNED.

7.B. (U) FOR SUCH QUALIFYING CIRCUMSTANCES OUTLINED IN PARAGRAPH 7.A. OF THIS MESSAGE, THE 1-YEAR PERIOD WILL BE EXTENDED ON A DAY-FOR-DAY BASIS BASED ON THE PERIOD OF SUCH CIRCUMSTANCE.

8. (U) EXTENSION OF COVERAGE:

8.A. (U) A PERIOD OF ACTIVE SERVICE OF A RESERVE COMPONENT SOLDIER MAY NOT BE EXTENDED TO PERMIT THAT SOLDIER TO TAKE LEAVE AUTHORIZED UNDER THE MPLP.

8.B. (U) A SOLDIER'S PERIOD OF ACTIVE SERVICE MAY BE EXTENDED FOLLOWING A BIRTH WHEN DETERMINED MEDICALLY NECESSARY BY A COMPETENT MEDICAL AUTHORITY.

9. (U) UNUSED PARENTAL LEAVE:

9.A. (U) ANY AMOUNT OF PARENTAL LEAVE REMAINING UNUSED AT THE TIME OF SEPARATION FROM ACTIVE SERVICE WILL BE FORFEITED. SUCH FORFEITURE DOES NOT APPLY TO A SOLDIER WHO QUALIFIES FOR RESERVE COMPONENT MATERNITY LEAVE AS DESCRIBED IN PARAGRAPH 5 OF REFERENCE 1.E.

9.B. (U) PARENTAL LEAVE MAY NOT BE TRANSFERRED TO CREATE A SHARED BENEFIT, EVEN BETWEEN SOLDIERS OF A DUAL MILITARY COUPLE.

9.C. (U) PARENTAL LEAVE THAT IS NOT TAKEN BEFORE THE EXPIRATION OF 1 YEAR FROM THE DATE OF A BIRTH OF THE CHILD, ADOPTION OF A MINOR CHILD BY THE SOLDIER, OR PLACEMENT OF A MINOR CHILD WITH THE SOLDIER FOR ADOPTION OR LONG-TERM FOSTER CARE WILL BE FORFEITED, UNLESS PARAGRAPH 7 OF THIS MESSAGE APPLIES.

9.D. (U) ANY PARENTAL LEAVE AUTHORIZED FOR A RESERVE COMPONENT SOLDIER THAT IS NOT TAKEN BY THE TIME THE SOLDIER IS SEPARATED FROM ACTIVE SERVICE WILL BE FORFEITED UNLESS SUCH FORFEITURE DOES NOT APPLY AS DESCRIBED IN PARAGRAPH 9.A.

9.D.1. (U) THE PERIOD OF ACTIVE SERVICE OF A RESERVE COMPONENT SOLDIER MAY NOT BE EXTENDED SOLELY TO PERMIT THE SOLDIER TO TAKE THE LEAVE THAT REFERENCE 1.B. AUTHORIZES.

9.D.2. (U) RESERVE COMPONENT SOLDIERS WILL NOT BE RECALLED TO ACTIVE SERVICE TO USE ANY CATEGORY OF LEAVE, EITHER SINGLY OR IN COMBINATION, THAT REFERENCE 1.B. AUTHORIZES.

9.E. (U) IF THE PLACEMENT OF A MINOR CHILD WITH THE SOLDIER FOR ADOPTION OR LONG-TERM FOSTER CARE IS TERMINATED, ANY AMOUNT OF PARENTAL LEAVE REMAINING UNUSED ON THE DATE OF SUCH TERMINATION WILL BE FORFEITED. SUCH FORFEITURE DOES NOT APPLY IF THE PLACEMENT OF THE MINOR CHILD FOR ADOPTION OR LONG-TERM FOSTER CARE IS FINALIZED AS AN ADOPTION BY THE SOLDIER.

10. (U) NON-CHARGEABLE LEAVE FOR SURROGACY OR CHILD PLACED FOR ADOPTION:

10.A. (U) SOLDIERS WHO EITHER PLACE THEIR CHILD FOR ADOPTION OR HAVE THEIR PARENTAL RIGHTS TERMINATED BY CONSENT OR COURT ORDER IS NOT ELIGIBLE FOR PARENTAL LEAVE. HOWEVER, THE SOLDIER MAY BE AUTHORIZED MATERNITY CONVALESCENT LEAVE AS RECOMMENDED BY THE DOD HEALTHCARE PROVIDER IN ACCORDANCE WITH MEDICAL PRACTICE STANDARDS.

10.B. (U) A SOLDIER WHOSE SPOUSE MEETS THE CONDITIONS OF PARAGRAPH 10.A OF THIS MESSAGE IS NOT AUTHORIZED PARENTAL LEAVE.

11. (U) IN CASES WHERE A SOLDIER EXPERIENCES A STILLBIRTH OR MISCARRIAGE, THE DOD HEALTHCARE PROVIDER MAY RECOMMEND CONVALESCENT LEAVE IN ACCORDANCE WITH MEDICAL PRACTICE

STANDARDS. IN SUCH CASES, NEITHER THE SOLDIER NOR THEIR SPOUSE (IF A SOLDIER) IS ELIGIBLE FOR PARENTAL LEAVE. HOWEVER, EITHER MAY BE AUTHORIZED EMERGENCY LEAVE.

12. (U) PARENTAL LEAVE ELIGIBILITY, OR THE PARENTAL LEAVE, IF STARTED, TERMINATES UPON THE DEATH OF THE CHILD, ADOPTED CHILD, OR CHILD PLACED FOR ADOPTION OR LONG-TERM FOSTER CARE. HOWEVER, IN SUCH CASES, SOLDIERS MAY BE TRANSITIONED TO CONVALESCENT LEAVE IF RECOMMENDED BY A DOD HEALTHCARE PROVIDER IN ACCORDANCE WITH MEDICAL PRACTICE STANDARDS OR TRANSITIONED TO OTHER TYPES OF LEAVE SUCH AS EMERGENCY LEAVE, AS APPROPRIATE.

13. (U) TRANSITIONING OF PRIMARY AND SECONDARY CAREGIVERS TO THE EXPANDED MPLP:

13.A. (U) PARENTAL LEAVE ALSO APPLIES TO SOLDIERS WHO HAVE UNUSED CAREGIVER LEAVE REMAINING ON 27 DECEMBER 2022. IN SUCH CASES, A SOLDIER IS AUTHORIZED A TOTAL OF 12 WEEKS OF PARENTAL LEAVE, BUT ANY USED CAREGIVER LEAVE WHEN COMBINED WITH PARENTAL LEAVE MUST NOT EXCEED 12 WEEKS.

13.B. (U) THE SOLDIER'S UNIT COMMANDER MUST APPROVE THE ADDITIONAL PARENTAL LEAVE PURSUANT TO PARAGRAPH 4.F AND 4.G.

13.C. (U) ANY CAREGIVER LEAVE THAT REMAINS UNUSED AFTER 1 YEAR OF THE QUALIFYING EVENT WILL BE FORFEITED UNLESS PARAGRAPH 7 OF THIS MESSAGE APPLIES.

14. (U) DEFINITIONS:

14.A. (U) ADOPTION: AN ADOPTION THAT IS ARRANGED BY A QUALIFIED ADOPTION AGENCY AS DEFINED IN SECTION 1052, TITLE 10, UNITED STATES CODE (10 USC 1052).

14.B. (U) BIRTH PARENT: THE SOLDIER WHO GIVES BIRTH.

14.C. (U) CHILD: DEFINED IN 1 USC 8.

14.D. (U) CONVALESCENT LEAVE: A PERIOD OF AUTHORIZED ABSENCE GRANTED TO SOLDIERS UNDER MEDICAL CARE, WHICH IS PART OF THE TREATMENT PRESCRIBED FOR RECUPERATION AND CONVALESCENCE.

14.E. (U) FOSTER CARE: A 24-HOUR SUBSTITUTE CARE FOR CHILDREN PLACED AWAY FROM THEIR PARENTS OR GUARDIAN AND FOR WHOM THE STATE AGENCY HAS PLACEMENT AND CARE RESPONSIBILITY. THIS INCLUDES, BUT IS NOT LIMITED TO, PLACEMENTS IN FOSTER FAMILY HOMES, FOSTER HOMES

OF RELATIVES, GROUP HOMES, EMERGENCY SHELTERS, RESIDENTIAL FACILITIES, CHILDCARE INSTITUTIONS, AND PRE-ADOPTIVE HOMES. SEE ALSO THE TERM AND DEFINITION OF PLACEMENT FOR LONG-TERM FOSTER CARE.

14.F. (U) MILITARY EXERCISE: A MILITARY MANEUVER OR SIMULATED WARTIME OPERATION INVOLVING PLANNING, PREPARATION, AND EXECUTION THAT IS CARRIED OUT FOR THE PURPOSE OF TRAINING AND EVALUATION.

14.G. (U) MISCARRIAGE: LOSS OF PREGNANCY IN THE UTERUS.

14.H. (U) OPERATIONAL DEPLOYMENT: AN EVENT IS AN OPERATIONAL DEPLOYMENT IF IT IS RECORDED IN THE JOINT CAPABILITIES REQUIREMENT MANAGER OR CONTAINED IN THE ANNUAL GLOBAL FORCE MANAGEMENT DATA INITIATIVE-COMPLIANT TOOL UNDER THE GLOBAL FORCE MANAGEMENT DATA INITIATIVE REPORTING STRUCTURE SPECIFIED IN REFERENCE 1.F. FORCES DEPLOYED PURSUANT TO EXECUTIVE ORDERS, OPERATIONAL PLANS, OR CONCEPT PLANS APPROVED BY THE SECRETARY OF DEFENSE ARE ALSO CONSIDERED DEPLOYED. AN OPERATIONAL DEPLOYMENT BEGINS WHEN MOST OF A UNIT OR DETACHMENT, OR AN INDIVIDUAL NOT ATTACHED TO A UNIT OR DETACHMENT, LEAVES A HOMEPORT, STATION, OR BASE, OR LEAVES FROM AN EN ROUTE TRAINING LOCATION TO MEET A SECRETARY OF DEFENSE-APPROVED OPERATIONAL REQUIREMENT. A DEPLOYMENT ENDS WHEN MOST OF THE UNIT OR DETACHMENT, OR AN INDIVIDUAL NOT ATTACHED TO A UNIT OR DETACHMENT, RETURNS TO THEIR HOMEPORT, STATION, OR BASE.

14.I. (U) PARENTAL LEAVE: A PERIOD OF NON-CHARGEABLE LEAVE GRANTED TO A SOLDIER FOLLOWING THE BIRTH OF THE SOLDIER'S CHILD, ADOPTION OF A MINOR CHILD BY THE SOLDIER, OR PLACEMENT OF A MINOR CHILD WITH THE SOLDIER FOR ADOPTION OR LONG-TERM FOSTER CARE IN ORDER TO CARE FOR THE CHILD.

14.J. (U) PLACEMENT FOR ADOPTION: THE ACTION OF PLACING A MINOR CHILD WITH THE PROSPECTIVE ADOPTIVE PARENTS IN WHICH THERE IS A CONTRACTUAL AGREEMENT BETWEEN THE PROSPECTIVE ADOPTIVE PARENTS AND THE QUALIFYING ADOPTION AGENCY OCCURRING BEFORE THE LEGAL FINALIZATION OF THE ADOPTION.

14.K. (U) PLACEMENT FOR LONG-TERM FOSTER CARE: THE ACTION OF PLACING A MINOR CHILD IN FOSTER CARE IN WHICH THERE IS AN EXPECTATION AND CONTRACTUAL AGREEMENT BETWEEN THE FOSTER PARENTS AND THE CHILD-PLACING AGENCY THAT THE CHILD REMAIN IN THE HOME OF THE FOSTER PARENTS FOR A MINIMUM OF 24 MONTHS.

14.L. (U) SURROGACY: A LEGAL AGREEMENT WHEREBY A PERSON AGREES TO UNDERGO PREGNANCY TO DELIVER A CHILD FOR ANOTHER PARTY TO WHOM

THE PERSON WILL SURRENDER AND TRANSFER THE CHILD FOR CUSTODY AND CARE.

15. (U) PARENTAL LEAVE IS IN ADDITION TO ANY OTHER PAY AND ALLOWANCES AUTHORIZED BY LAW; HOWEVER, REFER TO REFERENCE 1.G TO ENSURE ALL PERFORMANCE REQUIREMENTS AND OR POLICY LIMITATIONS ARE SATISFIED TO CONTINUE TO RECEIVE THE PAY AND OR ALLOWANCE THAT IS IN QUESTION.

16. (U) POINTS OF CONTACT:

16.A. (U) PROPONENT IS THE DEPUTY CHIEF OF STAFF, G-1, COMPENSATION AND ENTITLEMENTS DIVISION, USARMY.PENTAGON.HQDA-DCS-G-1.MBX.DAPE-PRC-SPECIAL-PAY@ARMY.MIL.

16.B. (U) FOR GENERAL POLICY INQUIRIES, SUBMIT ALL INQUIRIES TO EMAIL ADDRESS USARMY.KNOX.HRC.MBX.TAGD-LEAVE-AND-PASS-POLICY@ARMY.MIL.

16.C. (U) ARMY NATIONAL GUARD SOLDIERS SEND INQUIRIES TO NATIONAL GUARD BUREAU, NG.NCR.NGB-ARNG.MBX.ARNG-COMP--ENTITLEMENT@ARMY.MIL.

16.D. (U) USAR SOLDIERS SEND INQUIRIES TO OFFICE OF THE CHIEF OF ARMY RESERVE, USARMY.USARC.OCAR.MBX.G1-POLICY@ARMY.MIL.

17. (U) THIS REGULATORY MANDATE WILL BE RESTATED IN THE NEXT REVISION OF REFERENCE 1.D.

18. (U) THIS ALARACT MESSAGE EXPIRES ON 23 MAY 2025.