

ALARACT 044/2024

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SUBJ/ALARACT 044/2024 – RESERVE COMPONENT (RC) MATERNITY LEAVE (RCML) PROGRAM IMPLEMENTATION GUIDANCE

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

1. (U) REFERENCES:

1.A. (U) AD 2022–06, PARENTHOOD, PREGNANCY, AND POSTPARTUM

1.B. (U) AR 140–1, MISSION, ORGANIZATION, AND TRAINING

1.C. (U) AR 600–8–10, LEAVES AND PASSES

1.D. (U) DIRECTIVE-TYPE MEMORANDUM 22–004, RESERVE COMPONENT MATERNITY LEAVE PROGRAM, (AVAILABLE AT [HTTPS://WWW.ESD.WHS.MIL/PORTALS/54/DOCUMENTS/DD/ISSUANCES/DTM/DTM-22-004.PDF](https://www.esd.whs.mil/portals/54/documents/dd/issuances/dtm/dtm-22-004.pdf))

1.E. (U) NGR 350–1 ARMY NATIONAL GUARD TRAINING (AVAILABLE AT [HTTPS://WWW.NGBPMC.NG.MIL/NGR/](https://www.ngbpmc.ng.mil/ngb/))

1.F. (U) 37 USC 101, DEFINITIONS (AVAILABLE AT [HTTPS://USCODE.HOUSE.GOV/](https://uscode.house.gov/))

2. (U) PURPOSE: TO PROVIDE IMPLEMENTATION GUIDANCE FOR THE ARMY'S RCML PROGRAM.

3. (U) APPLICABILITY: THIS IMPLEMENTATION GUIDANCE APPLIES TO COVERED MEMBERS OF THE ARMY NATIONAL GUARD (ARNG)/ARMY NATIONAL GUARD OF THE UNITED STATES (ARNGUS), AND U.S. ARMY RESERVE (USAR).

3.A. (U) A COVERED MEMBER IS A MEMBER OF THE READY RESERVE OF AN RC IN AN ACTIVE STATUS WHO GIVES BIRTH, AND AS OF THE DATE OF A QUALIFYING BIRTH EVENT—

3.A.1. (U) IS A PARTICIPATING MEMBER OF THE SELECTED RESERVE IN GOOD STANDING WHO IS ENTITLED TO RECEIVE INACTIVE DUTY PAY WHEN ATTENDING OR PARTICIPATING IN PERIODS OF INACTIVE DUTY TRAINING (IDT) EITHER AS A MEMBER OF A UNIT OR INDIVIDUALLY.

3.A.2. (U) OR IS A MEMBER OF THE INDIVIDUAL READY RESERVE (IRR) WHO IS ENTITLED TO RECEIVE INACTIVE DUTY PAY WHEN ATTENDING OR PARTICIPATING IN A SUFFICIENT NUMBER OF PERIODS OF IDT OVER THE COURSE OF A YEAR TO COUNT THE YEAR AS A QUALIFYING YEAR OF

CREDITABLE SERVICE TOWARD ELIGIBILITY FOR A NON-REGULAR RETIREMENT.

3.A.3. (U) BUT FOR GIVING BIRTH, WOULD OTHERWISE BE REQUIRED TO, OR WOULD BE SCHEDULED TO, ATTEND OR PARTICIPATE IN UP TO 12 PERIODS OF IDT AS SPECIFIED IN REFERENCE 1.A, OF THIS ALARACT WITHIN 1 YEAR FOLLOWING THE DATE THE SOLDIER GIVES BIRTH, OR THE SOLDIER'S REMAINING MILITARY SERVICE OBLIGATION, WHICHEVER IS LESS.

3.B. (U) INELIGIBLE RC SOLDIERS: RC SOLDIERS IN THE FOLLOWING CATEGORIES OR STATUSES ARE NOT ELIGIBLE FOR RCML OR ASSOCIATED PROGRAM BENEFITS:

3.B.1. (U) SOLDIERS IN THE RETIRED RESERVE IN A RETIRED STATUS.

3.B.2. (U) SOLDIERS ON THE INACTIVE STATUS LIST OF AN RC OR ASSIGNED TO THE INACTIVE NATIONAL GUARD.

3.B.3. (U) SOLDIERS OF THE STANDBY RESERVE.

3.B.4. (U) SOLDIERS OF THE READY RESERVE (INCLUDING THE IRR) WHO—

3.B.4.A. (U) ARE NOT ENTITLED TO INACTIVE DUTY PAY WHEN PERFORMING IDT.

3.B.4.B. (U) OR MAY BE ENTITLED TO SUCH PAY, BUT ONLY AS A RESULT OF PERFORMING IDT ON AN OCCASIONAL OR SPORADIC BASIS, AND WHOSE PERFORMANCE OF IDT OVER THE COURSE OF A YEAR WOULD BE INSUFFICIENT TO BE COUNTED AS A QUALIFYING YEAR OF CREDITABLE SERVICE TOWARD ELIGIBILITY FOR A NON-REGULAR RETIREMENT.

4. (U) EFFECTIVE DATE: THIS IMPLEMENTATION GUIDANCE IS EFFECTIVE 9 JUNE 2022 FOR QUALIFYING BIRTH EVENTS OCCURRING ON OR AFTER THIS DATE.

5. (U) PROGRAM PARAMETERS:

5.A. (U) ARNG/ARNGUS AND USAR BIRTH PARENTS WILL BE GRANTED 12 PAID UNIT TRAINING ASSEMBLIES (UTAS) WITHIN THE 12 MONTHS FOLLOWING A BIRTH. IN ADDITION TO THE 12 PAID UTAS, BIRTH PARENTS ARE AUTHORIZED AN ADDITIONAL FOUR UNPAID UTA ABSENCES THAT CAN BE RESCHEDULED IN ACCORDANCE WITH AR 140-1 OR NATIONAL GUARD REGULATION 350-1, AS APPROPRIATE.

5.B. (U) THE ARMY'S POLICY FOR THE RCML PROGRAM WILL BE REVIEWED AND UPDATED IN ACCORDANCE WITH THE REFERENCES IN PARAGRAPH 1 OF THIS ALARACT.

5.C. (U) CONDITIONS FOR ENTITLEMENT TO RCML INCLUDE THE FOLLOWING:

5.C.1. (U) IS LIMITED TO COVERED SOLDIERS WHO ARE BIRTH PARENTS, FOLLOWING A QUALIFYING BIRTH EVENT.

5.C.2. (U) IS LIMITED TO COVERED SOLDIERS WHO ARE NOT ON ACTIVE DUTY, AS THAT TERM IS DEFINED IN 37 USC 101, AND ARE NOT ENTITLED TO BASIC PAY DURING ANY RCML PERIOD TAKEN BY THE COVERED SOLDIER.

5.C.3. (U) MUST BE USED WITHIN 1 YEAR FOLLOWING THE DATE OF A QUALIFYING BIRTH EVENT.

5.C.4. (U) MAY NOT BE TAKEN FOR ANY IDT PERIOD FOR WHICH RCML MAY OTHERWISE BE AUTHORIZED, BUT FOR WHICH THE IDT PERIOD IS RESCHEDULED OR EXCUSED.

5.C.5. (U) MUST BE TAKEN IN INCREMENTS EQUIVALENT TO A 4-HOUR IDT PERIOD OF WHICH A MAXIMUM OF TWO SUCH INCREMENTS MAY BE TAKEN PER DAY. EACH SUCH 4-HOUR INCREMENT WILL CONSTITUTE AN "RCML PERIOD."

5.C.6. (U) MAY BE TAKEN IN MULTIPLE NON-CONSECUTIVE SEGMENTS (FOR EXAMPLE, IN NON-CONSECUTIVE MONTHS); HOWEVER, IF TAKEN IN SEGMENTS THAT ARE NOT CONSECUTIVE, EACH SEGMENT MUST CONSIST OF A MINIMUM OF TWO RCML PERIODS.

5.C.7. (U) MAY NOT EXCEED 12 RCML PERIODS OR, IF FEWER THAN 12, THE NUMBER OF IDT PERIODS AT WHICH A COVERED MEMBER WAS OTHERWISE REQUIRED OR SCHEDULED TO ATTEND OR PARTICIPATE (AND FOR WHICH THE MEMBER WAS ENTITLED TO RECEIVE INACTIVE DUTY PAY AND RETIREMENT POINTS) WITHIN THE 12 MONTHS FOLLOWING THE DATE OF A QUALIFYING BIRTH EVENT.

5.C.8. (U) MAY NOT BE DISAPPROVED BY A COMMANDER IF TAKEN DURING THE IDT PERIODS OCCURRING WITHIN THE FIRST 3 MONTHS FOLLOWING THE DATE OF A QUALIFYING BIRTH EVENT. HOWEVER, COMMANDERS MAY DISAPPROVE RCML DUE TO OPERATIONAL REQUIREMENTS AND TRAINING WORKLOADS IF IT IS REQUESTED OUTSIDE THESE 3 MONTHS.

5.C.8.A. (U) IN DISAPPROVING RCML, COMMANDERS WILL TAKE INTO CONSIDERATION THE SOLDIERS' HEALTH (INCLUDING ANY HEALTH EFFECTS RELATED TO THEIR RECOVERY FROM CHILDBIRTH), WHETHER THE SOLDIERS' HEALTH IMPACTS THEIR ABILITY TO SAFELY RETURN TO MILITARY DUTY, AND WILL PROPOSE ALTERNATE DATES FOR WHICH THE SOLDIER MAY TAKE RCML.

5.C.8.B. (U) IN NO CASE WILL COMMANDERS ESTABLISH LIMITATIONS ON SCHEDULING RCML THAT WOULD CAUSE COVERED SOLDIERS TO FORFEIT ONE OR MORE PERIODS OF THE LEAVE.

5.C.9. (U) MAY NOT BE TRANSFERRED TO CREATE ANY KIND OF SHARED BENEFIT.

5.D. (U) COMMANDERS WILL PLACE ELIGIBLE SOLDIERS IN AN RCML STATUS, EXCUSING THEM FROM ATTENDING UTAS IN ACCORDANCE WITH THE REFERENCES IN PARAGRAPH 1 OF THIS ALARACT. SOLDIERS WILL RECEIVE

COMPENSATION AND RETIREMENT POINTS ONLY FOR REGULARLY SCHEDULED UTAS THAT FALL WITHIN THE AUTHORIZED RCML PERIOD.

5.E. (U) FOR EACH PAID UTA OF RCML USED, THE SOLDIER WILL ACCUMULATE ONE RETIREMENT POINT. A MAXIMUM OF 12 POINTS CAN BE ACCUMULATED FOR THE ENTIRE PAID RCML PERIOD.

5.F. (U) ANY UNUSED RCML WILL BE FORFEITED AT SEPARATION FROM THE ARMY.

5.G. (U) IF A SOLDIER TRANSFERS FROM ONE COMPONENT (COMPO) TO ANOTHER, ALL REMAINING RCML FOR WHICH THE SOLDIER IS ELIGIBLE WILL TRANSFER TO THE GAINING COMPO. IF A SOLDIER TRANSFERS FROM COMPO 1 TO EITHER COMPOS 2 OR 3, THE REMAINING LEAVE WILL BE CALCULATED AS A PROPORTION OF 12 INACTIVE DUTY DRILL PERIODS.

5.H. (U) THIS RCML BENEFIT TERMINATES UPON THE DEATH OF THE CHILD. APPLICABLE CONVALESCENT LEAVE FOR PERINATAL LOSS OR BEREAVEMENT WILL THEN APPLY.

6. (U) POINTS OF CONTACT:

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

6.B. (U) ARNG SOLDIERS SEND INQUIRIES TO NATIONAL GUARD BUREAU: NG.NCR.NGB-ARNG.MBX.ARNG-COMP--ENTITLEMENT@ARMY.MIL.

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

7. (U) THIS ALARACT MESSAGE EXPIRES ON 11 JUNE 2025.