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SUBJ: DUTY TO PEOPLE - CHANGE TO MATERNITY LEAVE POLICY

A. Military Assignments and Authorized Absences, COMDTINST M1000.8 (series)

1. In accordance with the Secretary of Homeland Security and the Commandant's recent announcement, I am updating the military maternity leave policy to authorize 84 continuous days (12 weeks). This change will help members better balance Coast Guard and family responsibilities and keeps the Coast Guard aligned with the rest of the military services with regards to maternity leave policy.

2. Section 2.A.5.g. of REF A is amended to read 84 days instead of 42 days. This change is effective immediately. For members who have recently given birth, the following applies:

a. Members currently on maternity leave are authorized to take additional maternity leave days up to 84 days. Members currently on maternity leave must inform their chain of command of their new return to duty date.

b. Members who have completed the original 42 days of maternity leave, but who have not yet returned to duty because they are on annual leave, are authorized to return to a maternity leave status for the remaining time, not to exceed 84 days. These members shall request via their command that the Pay and Personnel Center (PPC) convert the annual leave days expended to maternity leave days, so that the member receives the full 84 days of maternity leave.

c. Members who have returned to duty are not authorized the additional 42 days of maternity leave.

3. All members may request to use annual leave in accordance with REF A after completing maternity leave.

4. The Secretary of Defense recently announced additional changes related to the Force of the Future: Strengthening Family Benefits. Accordingly, we will seek authorities to increase paid paternity leave from 10 to 14 days and will also seek authority allowing 14 days of adoption leave for the spouse in a dual military couple (currently, only one military spouse is allowed to take 21 days of adoption leave). However, until these specific changes to paternity and adoption leave (for dual military couples) are authorized, annual leave is available for members to take time off for these events. Meanwhile, we will evaluate the Secretary of Defense's remaining initiatives as part of our Human Capital Strategy execution.

5. This update will be incorporated into the next revision of REF A, which will be released within the next year.

6. For maternity leave policy questions, please contact COMDT (CG-1331) at:
HQS-PolicyandStandards(at)uscg.mil.

7. Released by RADM Cari B. Thomas, Assistant Commandant for Human Resources.

8. Internet release authorized.