



NATIONAL GUARD BUREAU

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ARNG-HRH (RN 600)

14 November 2024

MEMORANDUM FOR The Adjutant General of All States, Puerto Rico, Guam, the Virgin Islands, and the Commanding General of the District of Columbia

SUBJECT: Army National Guard (ARNG) Maternity Leave and Parental Leave Program Guidance (ARNG-HRH Policy Memo) (PPOM #24-035)

1. References:

a. William M. (Mac) Thornberry National Defense Authorization Act (NDAA) for Fiscal Year 2021, Public Law 116-283, 1 January 2021

b. Directive-type Memorandum (DTM) 22-004, Reserve Component Maternity Leave Program, 9 June 2022

c. Army Directive (AD) 2022-06 (Parenthood, Pregnancy, and Postpartum), 19 April 2022

d. Army Regulation (AR) 140-185 (Training and Retirement Point Credits and Unit Level Strength Reporting), 26 August 2024

e. Army Regulation 600-8-10 (Leaves and Passes), 3 June 2020

f. ALARACT 044/2024, 18 June 2024

2. Purpose: Provides guidance for the Reserve Component Maternity Leave (RCML) Program and Reserve Component Parental Leave (RCPL) Program in the Army National Guard (ARNG), with a qualifying birth event, adoption, or placement of a minor child for adoption or long-term foster care.

3. Applicability. This policy applies to all Soldiers currently serving in an M-Day status and eligible to attend or participate in up to 12 Inactive Duty Training (IDT) periods.

4. Reserve Component Maternity Leave and Reserve Component Parental Leave.

a. The birthparent, non-birth parent, and single Soldiers who adopt a child, will be granted 12 paid IDT periods within 12 months following a qualifying birth event. This benefit does not authorize Soldiers to exceed their annual 48 authorized IDT periods.

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b. A qualifying birth event is any live birth of a child(ren) to an ARNG covered member.

c. Soldiers may take the IDT periods consecutively or non-consecutively within a 12-month period following the qualifying birth event. If periods are taken nonconsecutively it must consist of a minimum of two IDT periods.

d. For each paid IDT of parental leave used, the Soldier will accumulate one retirement point. A maximum of 12 retirement points can be accumulated for the entire paid parental leave period.

e. Commanders will place eligible Soldiers in a parental leave status, excusing them from attending IDT. Soldiers will receive compensation and retirement points only for regularly scheduled UTAs that fall within the authorized parental leave period.

f. Commanders may not disapprove RCML/RCPL requests occurring within the first three months following the qualifying birth. Disapproval of RCML/RCPL request may occur after the first three months only if attendance for operational or training requirements is mandatory. Although Commanders have the option to disapprove RCML requests, it is highly discouraged.

g. Soldiers are authorized payment of any special incentive pay or bonus payments during the benefit leave periods.

h. Any unused leave benefit remaining will be forfeited one year after the date of a qualifying birth event, at time of separation from the Army, or entry on active duty for a period of 30 days or more. Commanders shall not place limitations on RCML or RCPL requests that would cause a Soldier to forfeit any periods of leave.

i. If a Soldier uses a surrogate and becomes the legal parent or guardian of the child, the event will be treated as an adoption and is not eligible for RCML entitlements.

j. Soldiers transitioning from Active Component to the ARNG are eligible for RCML or RCPL at a proportionate amount if eligibility criteria are met or there is unused parental leave remaining at time of release. RCML/RCPL benefits are not transferrable to create a shared benefit.

k. In addition to the 12 paid IDTs, the birthparent, non-birth parent and single Soldiers who adopt a child are authorized an additional 4 unpaid IDT absences that can be rescheduled IAW NGR 350-1.

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l. This RCML and RCPL benefit is effective 9 June 2022 for qualifying birth events occurring on or after this period.

m. This leave benefit terminates on the death of the child. Applicable convalescent leave for perinatal loss or bereavement will then apply.

5. The following categories are ineligible for RCML/RCPL or associated program:

a. Soldiers in the Retired Reserve in a retired status.

b. Soldiers on the inactive status list of an RC or assigned to the Inactive National Guard.

c. Soldiers of the Ready Reserve (including the Individual Ready Reserve) who:

(1) Are not entitled to inactive duty pay when performing IDT; or

(2) 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 towards eligibility for a non-regular retirement.

6. Payment Processing Procedures.

a. Unit Pay Administrators (UPA) will process maternity/parental leave pay upon notification of the qualifying birth event and approval by the unit commander. Pay processing is not contingent upon receipt of the birth certificate, however, supporting documentation must be provided within a reasonable period (typically six-eight weeks). UPAs will collect all pay received in connection with RCML/RCPL periods in accordance with current procedures if supporting documentation is not provided within a reasonable period of time.

b. RCML/RCPL IDT pay will be initiated in the "MyUnitPay" system generating DA Form 1379 (Unit Components Record of Reserve Training) utilizing Drill Code 11-UTA/MUTA/RST (Unit Training Assembly (UTA)/Multiple UTA (MUTA)/Reschedule Training (RST). The user will mark the Soldier present and place in remark section on the DA Form 1379 "maternity/parental leave", respectively.

c. The unit will create an MPS message in "MyUnitPay" identifying the Soldier performing maternity leave. The Milpay section will use DMO to create D19 transaction

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using remark "Maternity Leave X of 12 for DD/MM/YYYY" on the member's LES IAW
AR 637-1 for audit trail purposes.

d. The UPA is responsible for tracking the maternity/parental leave transactions.

7. The point of contact is MS. Sharon Archibald, Chief, AGR and Retirement Policy
Branch at 703-607-0460, DSN 327-0460 or sharon.a.archibald.civ@army.mil.

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