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FM COMNAVRESFOR NORFOLK VA

TO NAVRESFOR

INFO ASSTSECNAV MRA WASHINGTON DC

CNO WASHINGTON DC

COMNAVPERSCOM MILLINGTON TN

BT

UNCLAS

ALNAVRESFOR 005/26 //

MSGID/GENADMIN/COMNAVRESFOR NORFOLK VA//

SUBJ/NAVY RESERVE COMPONENT INACTIVE DUTY PARENTAL LEAVE AND

/RESERVE COMPONENT MATERNITY LEAVE GUIDELINES//

REF/A/NATIONAL DEFENSE AUTHORIZATION ACT (NDAA) FOR FISCAL YEAR

/(FY) 2024//

REF/B/DEPARTMENT OF DEFENSE INSTRUCTION (DODI) 1327.06, MILITARY,

/LEAVE, LIBERTY, AND ADMINISTRATIVE ABSENCE POLICY AND

/PROCEDURES//

REF/C/DOC/MEMORANDUM FROM ASSISTANT SECRETARY OF THE NAVY

/(MANPOWER AND RESERVE AFFAIRS)//

REF/D/PUBLIC LAW 116-283-JAN.1, 2021: WILLIAM M. (MAC)

/THORNBERRY NATIONAL DEFENSE AUTHORIZATION ACT FOR FISCAL YEAR

/2021//

REF/E/RESPERSMAN 1570-01, INACTIVE DUTY TRAINING (IDT)

/ADMINISTRATION//

REF/F/ALNAVRESFOR 024/22//

RMKS/1. THIS ALL NAVY RESERVE FORCE (ALNAVRESFOR) PROVIDES EXECUTION GUIDANCE IN ACCORDANCE WITH REFERENCES (A) THROUGH (F) REGARDING INACTIVE DUTY PARENTAL LEAVE (IDPL) AND RESERVE COMPONENT MATERNITY LEAVE (RCML).

2. IDPL: PER REFERENCE (A), ALL SELECTED RESERVE (SELRES) MEMBERS WHO EXPERIENCE A QUALIFYING EVENT (QE) AS DESCRIBED IN REFERENCE (B), ARE ELIGIBLE TO RECEIVE PAY AND RETIREMENT CREDITS FOR UP TO 12 REGULAR IDT PERIODS FOR IDPL. PER REFERENCE (C), THIS GUIDANCE IS EFFECTIVE IMMEDIATELY. SERVICE MEMBERS WITH A QUALIFYING EVENT ON OR AFTER OCTOBER 1, 2024, ARE ELIGIBLE TO RECEIVE IDPL BENEFITS. SERVICE MEMBERS WITH A QUALIFYING EVENT BETWEEN OCTOBER 1, 2024, AND AUGUST 7, 2025, ARE ONLY ELIGIBLE FOR IDPL UNTIL AUGUST 7, 2026, IN ACCORDANCE WITH REFERENCE (B).

3. RCML: RCML IS SEPARATE AND DISTINCT FROM IDPL. ANY SELRES SERVICE MEMBER WHO EXPERIENCES A BIRTH EVENT (BE) IN ACCORDANCE WITH REFERENCE (B) AND (D), MAY BE GRANTED SIX (6) PAID MATERNITY LEAVE IDT PERIODS, IN ADDITION TO IDPL PER PARAGRAPH 2. THE BENEFITS DESCRIBED IN PARAGRAPH 3.11.D.(9) OF REFERENCE (B) ON IDPL APPLY TO RC SERVICE MEMBERS ON RCML IF A MILITARY MEDICAL TREATMENT FACILITY (MMTF) OR OUTSIDE PROVIDER RECOMMENDS SUCH LEAVE IN WRITING TO ADDRESS A DIAGNOSED MEDICAL CONDITION. NAVY RESERVE ACTIVITY COMMANDING OFFICERS (NRA COS) ARE THE APPROVING AUTHORITY FOR RCML. NRA COS MAY CONSULT WITH MMTF PROVIDERS PRIOR TO APPROVING RCML RECOMMENDATIONS MADE BY PROVIDERS OUTSIDE THE MMTF. P

PER REFERENCE (B), SELRES MEMBERS WHO ARE APPROVED FOR RC MATERNITY LEAVE MUST BE GIVEN THE OPPORTUNITY TO TAKE UP TO SIX (6) RC MATERNITY LEAVE PERIODS WITHIN THE FIRST EIGHT (8) WEEKS OF THE BIRTH EVENT. RC SERVICE MEMBERS WILL NOT BE SCHEDULED TO PERFORM INACTIVE DUTY TRAINING WITHIN THE FIRST 6 WEEKS OF THE BIRTH EVENT. RC MATERNITY LEAVE THAT IS UNUSED AT THE END OF THE 8-WEEK PERIOD AFTER THE BIRTH EVENT WILL BE FORFEITED.

4. EXECUTION: THE NAVY STANDARD INTEGRATED PERSONNEL SYSTEM (NSIPS) WILL BE THE AUTHORITATIVE SYSTEM FOR IDPL AND RCML EXECUTION. ALL ELIGIBLE SELRES MUST HAVE A DUTY STATUS CODE (DSC) 200 AND MAY SCHEDULE A MAXIMUM OF TWELVE (12) REGULAR IDT PERIODS (FOR IDPL) AND SIX (6) REGULAR IDT PERIODS (FOR RCML). TWO CONSECUTIVE IDT PERIODS SHALL BE SCHEDULED PER DAY IN THE EXECUTION OF UP TO TWELVE (12) TOTAL PERIODS (IDPL) OR UP TO EIGHTEEN (18) TOTAL PERIODS (IDPL AND RCML).

A. ELIGIBLE SELRES: THE BELOW EXECUTION INSTRUCTIONS STREAMLINE THE APPROVAL PROCESS AND SUPERSEDES PREVIOUS INSTRUCTIONS OUTLINED IN REFERENCE (F).

(1) ALL ELIGIBLE SELRES WHO DESIRE TO TAKE IDPL AND/OR RCML SHALL COMPLETE AND SIGN AN INACTIVE DUTY PARENTAL LEAVE (IDPL) AND/OR RESERVE COMPONENT MATERNITY LEAVE (RCML) STATEMENT OF UNDERSTANDING (SOU) FOUND IN PARAGRAPH 5. THE SOU ENSURES THAT THE MEMBER UNDERSTANDS HIS/HER ENTITLEMENTS AND RESPONSIBILITIES WHILE ON IDPL/RCML AND IDENTIFIES THE DATES THAT THE MEMBER WOULD LIKE TO USE IDPL AND RCML. ADDITIONALLY, SAILORS WHO ARE RECOMMENDED FOR RCML WILL SUBMIT A PROVIDER'S RECOMMENDATION IN WRITING TO THE NRA CO IN ACCORDANCE WITH REFERENCE (B).

(2) ALL ELIGIBLE SELRES WHO DESIRE TO USE IDPL AND/OR RCML SHALL ROUTE THE SOU THROUGH THEIR TRAINING RESERVE UNIT IDENTIFICATION CODE (TRUIC) CO, UNIT MOBILIZATION UNIT IDENTIFICATION CODE (UMUIC) CO (IF ASSIGNED AND DIFFERENT FROM TRUIC CO), AND TO THEIR NAVY RESERVE ACTIVITY (NRA) CO.

(3) ONCE APPROVED BY THE NRA CO (VERIFYING OFFICIAL ON THE IDPL/RCML SOU), SELRES SHALL SCHEDULE THE AUTHORIZED IDPL PERIODS (AS REGULAR IDTS) IN NSIPS, IN ACCORDANCE WITH REFERENCE (E). NRA STAFF MUST ENSURE THE SOU IS MAINTAINED IN THE INDIVIDUAL INACTIVE DUTY TRAINING FOLDER.

B. TRUIC CO:

(1) ENSURE IDPL AND/OR RCML PERIODS ARE SCHEDULED PRIOR TO EXECUTION.

(2) ENSURE IDPL AND/OR RCML DRILL PERIODS ARE PROMPTLY MUSTERED AS "PRESENT" AND ADJUDICATED AS "SATISFACTORY."

C. NAVY RESERVE ACTIVITY (NRA) CO:

(1) THE NRA CO WILL ENSURE THAT "IDPL" OR "RCML" IS IN THE EDM COMMENTS SECTION OF ALL IDPL/RCML IDT PERIODS IN NSIPS AND THAT IDPL/RCML DRILL PERIODS ARE CERTIFIED IN ACCORDANCE WITH REFERENCES (E).

(2) SINCE THE MEMBER GENERALLY DOES NOT KNOW THE EXACT DATE THEIR CHILD WILL BE BORN, THE TRUIC CO AND NRA CO SHOULD BE FLEXIBLE IN ALLOWING THE MEMBER TO RESCHEDULE DRILLS IF THE AGREED UPON DATES IN THE SOU DO NOT MAKE SENSE, GIVEN THE ACTUAL DATE OF BIRTH.

AS LONG AS THE DRILLS ARE SCHEDULED IN ACCORDANCE WITH REFERENCES (B) AND (E), NRA COS SHOULD ALLOW THE MEMBER TO RESCHEDULE THE RCML AND IDPL IDTS, AS REQUIRED.

4. POINTS OF CONTACT: CONTACT THE COMMANDER, NAVY RESERVE FORCE (CNRF) POLICY SHOP (N53) AT CNRFC_N5(AT)US.NAVY.MIL FOR POLICY QUESTIONS OR THE CNRF RESERVE PAY, INCENTIVES, AND FORCE RETENTION (N11) RESERVE PAY TEAM AT CNRFC_N114_RESPAY(AT)US.NAVY.MIL FOR QUESTIONS ABOUT EXECUTION.

5. FORMS: THE INACTIVE DUTY PARENTAL LEAVE (IDPL) AND/OR RESERVE COMPONENT MATERNITY LEAVE (RCML) STATEMENT OF UNDERSTANDING (SOU) CAN BE FOUND HERE:

[HTTPS://PRIVATE.NAVYRESERVE.NAVY.MIL/CNRFC/N-CODES/N5/N53%20POLICY/SITEPAGES/HOME.ASPX](https://private.navyreserve.navy.mil/CNRFC/N-CODES/N5/N53%20POLICY/SITEPAGES/HOME.ASPX).

6. RELEASED BY RADM LUKE FROST, DEPUTY COMMANDER, NAVY RESERVE FORCE.//

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