

NAVY RESERVE COMPONENT MATERNITY LEAVE POLICY AND
GUIDELINES//
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FM COMNAVRESFOR NORFOLK VA

TO NAVRESFOR

INFO ASSTSECNAV MRA WASHINGTON DC

CNO WASHINGTON DC

COMNAVRESFORCOM NORFOLK VA

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COMNAVAIRFORES SAN DIEGO CA

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SUBJ/ NAVY RESERVE COMPONENT MATERNITY LEAVE POLICY AND
GUIDELINES//

REF/A/DOC/OSD/09JUN22//

REF/B/DOC/CNRFC/22NOV17//

REF/C/DOC/ASN M&RA/28JUN22//

REF/D/DOC/CNR/29JUN22//

NARR/REF A IS DIRECTIVE-TYPE MEMORANDUM, RESERVE
COMPONENT MATERNITY
LEAVE PROGRAM.

REF B IS RESPERMAN 1570-01, INACTIVE DUTY TRAINING
ADMINISTRATION.

REF C IS MEMORANDUM, FROM ASSISTANT SECRETARY OF THE NAVY
(MANPOWER

AND RESERVE AFFAIRS) TO CHIEF OF NAVY RESERVE, DIRECTING
IMPLEMENTATION OF RESERVE COMPONENT MATERNITY LEAVE.

REF D IS MEMORANDUM, FROM CHIEF OF NAVY TO COMMANDER,
NAVY RESERVE

FORCE, DELEGATING THE AUTHORITY TO EXECUTE THE RESERVE
COMPONENT

MATERNITY LEAVE POLICY.

RMKS/1. Purpose. This All Navy Reserve Force (ALNAVRESFOR) provides
supplemental execution guidance in accordance with References (a)

through (d) regarding the Reserve Component Maternity Leave (RCML) Program. Section 602 of Public Law 116-283, also known as the "William M. ("Mac") Thornberry National Defense Authorization Act for Fiscal Year 2021" authorized RCML.

1.A. Reference(a) describes the implementation of the RCML program for Selected Reservists (SELRES) who experience a Qualifying Birth Event (QBE), including policies and procedures detailing the roles and responsibilities, applicability, eligibility, and parameters of the program. All Ready Reserve members should read and be familiar with reference (a), as it describes the specific details for eligibility and use of RCML, but this ALNAVRESFOR focuses upon guidance for eligible SELRES members.

2. RCML Execution. The intent of the RCML program is to afford maximum scheduling flexibility to eligible SELRES after a QBE. The process delineated below is a temporary solution until Defense Finance Accounting Service (DFAS) and Navy Standard Integrated Personnel System (NSIPS) develop a permanent pay system process for RCML. Due to evolving policy and developing pay system updates, current policy and procedures are available in the RCML folder on the Commander, Navy Reserve Forces Command (COMNAVRESFORCOM) Reserve

Pay, Incentives and Force Retention (N111) SharePoint site, https://private.navyreserve.navy.mil/cnrfc/N-Codes/N1/CNRFc_N11/SitePages/Home.aspx, under the "Tools for Success" section.

a. Navy Reserve Additional Policy.

(1) RCML effective date is 9 June 2022. Reference (a) prohibits retroactive requests for QBEs on 8 June 2022 or earlier.

(2) Eligible SELRES must be in a paid reserve billet and have a Duty Status Code (DSC) 200.

(3) Eligible SELRES are authorized six days of RCML.

(4) A maximum of 12 regular Inactive Duty Training (IDT) periods shall be utilized to meet the authorized six days of RCML.

(5) Two consecutive, regular IDT periods shall be scheduled for the same day to execute one RCML day. The splitting of two regular IDTs over two calendar days to equal one day of RCML is not authorized.

(6) RCML periods shall coincide with previously scheduled IDTs.

(7) NSIPS Enhancement for Drill Management (EDM) will be the authoritative system for RCML execution.

(8) Per reference (a), Training Unit Identification Code (TRUIC) Commanding Officers (COs) will approve all dates requested within three months after the QBE. Outside of three months, TRUIC COs will make every effort to accommodate requests within administrative and

operational requirements. If RCML is denied outside of three months, TRUIC COs will propose alternate dates within the one-year limiting date.

(9) Additional IDTs (Additional Training Period, Additional Flight Training Period, and Reserve Management Period) are not authorized for use as RCML periods.

(10) Although not required, to ease administrative burden after the QBE, eligible SELRES are encouraged to execute responsibilities specified in paragraph 2b prior to the QBE. Eligible SELRES retain the flexibility to change prescheduled RCML days after the QBE. In emergent situations when the eligible SELRES is unavailable, the Navy Reserve Activity (NRA) and TRUIC CO may coordinate to schedule the RCML drill dates.

(11) SELRES utilizing RCML are entitled to inactive duty pay, retirement points, special or incentive pays and bonuses [as otherwise eligible], but RCML does not confer entitlement to any form of military pay, allowance or other benefit not expressly provided for by Section 602 of Public Law 116-283 and reference (a).

b. Responsibilities.

(1) SELRES will:

(a) Review and be familiar with reference (a).

(b) Route a NAVPERS 1336/3, "Special Request Authorization," via the NRA N9 Medical Department, to the TRUIC CO specifying requested RCML days.

(c) Sign a RCML NAVPERS 1070/613, "Administrative Remarks", located in the RCML folder on the CNRFC N111 SharePoint site under the "Tools for Success" section, https://private.navyreserve.navy.mil/cnrfc/N-Codes/N1/CNRFC_N111/SitePages/Home.aspx

(2) TRUIC CO will:

(a) Review and be familiar with reference (a).

(b) Adjudicate NAVPERS 1336/3, "Special Request Authorization."

(c) Ensure member signs RCML NAVPERS 1070/613, "Administrative Remarks".

(d) Sign the RCML NAVPERS 1070/613, "Administrative Remarks".

(e) Coordinate any questions the Sailor may have with the NRA and higher echelons, as needed.

(f) Deliver both signed documents to the NRA Manpower and Personnel

(N1) department and coordinate EDM scheduling, if required.

(g) Notify Unit Mobilization Unit Identification Code (UMUIC) CO of approved RCML drill periods for all non-locally assigned personnel.

(h) Ensure RCML drill periods are scheduled prior to execution.

(i) Ensure Unit Mustering Officials and Approvers are tracking RCML drill period execution.

(j) Ensure RCML drill periods are promptly mustered as "Present" and adjudicated as "Satisfactory" for drill payment and retirement point issuance.

(3) NRA will:

(a) Review and be familiar with reference (a).

(b) Maintain copies of the NAVPERS 1336/3 and NAVPERS 1070/613, per current record management policies.

(c) Ensure "RCML" is in the 'EDM Comments' section to allow for accurate data collection required by higher echelons.

(d) Certify RCML drill periods in EDM in accordance with reference (b).

3. Points of contact.

a. For policy matters, contact COMNAVRESFORCOM Force Staff Plans & Policy (N53) at CNRFC_N5(at)us.navy.mil.

b. For execution matters, contact COMNAVRESFORCOM Reserve Pay, Incentives, and Force Retention (N11) Reserve Pay Team at cnrfc_n11_reserv.fct(at)navy.mil.

4. Exception to policy requests will be routed to CNRFC N53, via the cognizant chain of command, for final adjudication by Chief of Navy Reserve.

5. This ALNAVRESFOR will remain in effect until superseded or canceled, whichever comes first.

6. Released by RADM John Schommer, Deputy Commander, Navy Reserve Force.//