



NATIONAL GUARD BUREAU
111 SOUTH GEORGE MASON DRIVE
ARLINGTON VA 22204-1373

ARNG-HRH (RN 600)

02 December 2022

MEMORANDUM FOR The Adjutants General of All States, Puerto Rico, the U.S. Virgin Islands, Guam, and the Commanding General of the District of Columbia

SUBJECT: Army National Guard (ARNG) Maternity Leave Program Implementing Guidance (ARNG-HRH Policy Memo) (PPOM #22-046)

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) 600-8-10 (Leaves and Passes), 3 June 2020.
- e. ALARACT 078/2022, 23 November 2022.

2. Purpose. Provides guidance for the implementation of the Reserve Component Maternity Leave (RCML) Program in the Army National Guard (ARNG), with a qualifying birth event.

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.

a. The birthparent is 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.

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

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c. Soldiers may take the RCML 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. Soldiers can accumulate a maximum of 12 retirement points for paid RCML periods, receiving one retirement point for each paid IDT within 12 months following a qualifying birth.

e. Commanders will place eligible Soldiers in an excused status during IDT periods. Soldiers will receive compensation and retirement points only for regularly scheduled IDTs that fall within the authorized RCML period.

f. Commanders may not disapprove RCML requests occurring within the first three months following the qualifying birth. Disapproval of RCML 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 RCML periods.

h. Any unused RCML 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 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 at a proportionate amount if eligibility criteria is met or there is unused parental leave remaining at time of release. RCML benefits are not transferrable to create a shared benefit.

k. Beyond the RCML benefit, IAW reference c, Soldiers are authorized an additional four unpaid UTA absences which can be rescheduled in accordance with AR 140-1.

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

m. Soldiers are authorized convalescent leave IAW reference 1c. In the event of perinatal loss, for pregnancies 20 weeks or greater, ARNG spouses are authorized four unpaid excused UTAs.

5. The following categories are ineligible for RCML 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 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 periods in accordance with current procedures if supporting documentation is not provided within a reasonable period of time.

b. RCML 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 leave".

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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 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 unit will create a MPS message requesting individual payment for the **RETROACTIVE** payments back to 9 June 2022. The Mil Pay Section will use DMO to create a B11 transaction for payment and D19 transaction for remark (maternity leave) for all payments under the RCML.

e. The UPA is responsible for tracking the maternity leave transactions.

7. My point of contact for this policy is Mr. Gilbert S. Morales, Jr., Chief, Personnel Policy Division, at DSN: 327-5904, 703-607-5904, or gilbert.s.morales.civ@army.mil.

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