

MILPERSMAN 1050-210

ENVIRONMENTAL AND MORALE LEAVE (EML)

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Governing Directives	OPNAVINST 4630.25C DOD 4515.13-R.5 DOD Directive 1327.5 of 24 Sept 85
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1. What Is EML?

a. EML programs are established at overseas installations, where adverse environmental conditions require specific arrangements for leave in more desirable places at periodic intervals.

b. EML programs involve space-available travel privileges according to OPNAVINST 4630.25C and DOD 4515.13-R.5.

c. The leave taken under the EML program is ordinary leave chargeable to the member's account.

2. Limitations

a. Members, regardless of their accompanied status, and/or their family members may be provided space available air transportation from EML destination site. The member's family must be command sponsored to participate.

b. In addition, participants may take no more than **two** EML trips per year.

c. Except those servicemembers assigned to dependent-restricted areas, EML trips for the servicemember may not be taken within 6 months of the beginning or end of the member's tour of duty at the eligible location.

3. **Unified Command Programs**. Unified commanders may establish EML programs in their geographical areas of responsibility, where adverse environmental conditions exist which would offset the full benefit of annual leave programs. Environmental leave programs are intended to supplement in-country leave schedules established in execution of basic leave policy. These programs must include criteria and restraints identified below.

4. **Installation Selection Criteria**.

a. Installations selected to participate must be limited to those which have one or more of the following deficiencies:

(1) Extraordinary **difficult living conditions**, including

- (a) geographic isolation,
- (b) inadequate commercial transportation, and
- (c) lack of adequate cultural and recreational opportunities.

(2) Notably **unhealthful conditions**, including

- (a) lack of public sanitation,
- (b) inadequate health control measures, and
- (c) a high incidence of diseases and epidemics.

(3) Excessive **physical hardship** from

- (a) climate,
- (b) altitude, or
- (c) dangerous conditions affecting life physical well being or mental health.

b. Installations selected to participate must have prescribed tour lengths for accompanied personnel which are shorter than 36 months, the standard overseas tour length for accompanied personnel.

c. Installations selected to participate must be specifically designated as EML origination sites.

5. Other Criteria and Limitations

a. Places to which EML program personnel may go must be designated for each origination site. Selection should be based on

(1) proximity,

(2) adequacy of cultural and recreational opportunities,
and

(3) availability of space-available travel resources.

b. Environmental and morale leave origination sites should not be specified as EML destination sites.

c. Since air transportation regulations basically provide for only one trip per year under EML authorizations, the maximum amount of leave feasible in the command annual leave schedule should be authorized. In-country leave should also be scheduled.

d. The entire authorized absence, including time spent in a travel status, is charged to the member's leave account.

e. Great care must be exercised in the execution of leave authorizations in conjunction with

(1) temporary additional duty, or

(2) temporary duty.
