

## MILPERSMAN 1050-430

### PATERNITY LEAVE

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<b>References:</b>	(a) 10 U.S.C. 701 (b) DoD Instruction 1327.6 of 22 Apr 05
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1. **General Policy.** Per reference (a) and in accordance with policies governing authority to grant leave in reference (b), commanding officers (COs) will grant 10 days of non-chargeable leave of absence to a married member of the Navy on active duty, whose wife gives birth to a child, in connection with the birth of the child.

a. Paternity leave may be granted in conjunction with ordinary leave.

b. COs will grant leave on an individual basis dependent on the unit's mission, specific operational circumstances, and servicemember's billet.

c. Paternity leave must be taken within 365 days of the birth of the child. Waivers to this policy must be submitted to Office of Chief of Naval Operations (OPNAV), Military Compensation Branch (N130) for approval, with an explanation of circumstances that prevented use of paternity leave.

d. The full 10 days of paternity leave need not be taken in a single block; however, periods of non-chargeable leave may not be taken consecutively in conjunction with liberty or special liberty. For example, 5 days of paternity leave, followed by a weekend, and a second period of paternity leave would not be allowable.

e. The 10-day entitlement remains the same for multiple births (twins, triplets, etc.).

2. **Effective Date**. Per reference (a), this policy is effective as of **14 October 2008**, and applies only with respect to children born on or after that date.

3. **Reinstatement of Leave**. Members who have used earned leave in connection with the birth of a child on or after 14 October 2008 should contact their supporting Personnel Support Detachment (PERSUPP DET) to have up to 10 days of leave reinstated.