



THE ASSISTANT SECRETARY OF THE NAVY
(MANPOWER AND RESERVE AFFAIRS)
1000 NAVY PENTAGON
WASHINGTON, D.C. 20350-1000

JAN 17 2023

MEMORANDUM FOR DEPUTY CHIEF OF NAVAL OPERATIONS FOR PERSONNEL,
MANPOWER, AND TRAINING, N1/CHIEF OF NAVAL
PERSONNEL
DEPUTY COMMANDANT OF THE MARINE CORPS
(MANPOWER AND RESERVE AFFAIRS)

SUBJECT: Department of the Navy Guidance for Expansion of the Military Parental
Leave Program

References: (a) Directive-type Memorandum 23-001, "Expansion of the Military Parental Leave
Program," January 4, 2023
(b) United States Code, Title 10 §701
(c) DoD Instruction 1327.06, "Leave and Liberty Policy and Procedures," June 16,
2009, as amended
(d) Directive-type Memorandum 22-004 "Reserve Component Maternity Leave
Program," June 9, 2022

On January 4, 2023, the Under Secretary of Defense for Personnel and Readiness signed reference (a), which establishes policy, assigns responsibilities, and provides procedures for the expansion of the Military Parental Leave Program (MPLP) pursuant to reference (b). This DTM supplements reference (c), takes precedence over any previous DoD issuances or Service regulations pertaining to MPLP, but does not supersede reference (d) or Service regulations pertaining to Reserve Component Maternity Leave Program.

The Department of the Navy shall implement expansion of the MPLP in strict accordance with references (a) through (c) and any subsequent policy updates. In addition to the requirements in the references, the following guidance is issued to further define responsibilities in the Navy and Marine Corps, and maximize the delegation of authorities to the greatest extent possible. Accordingly, the Navy and Marine Corps will:

- (1) Implement expanded MPLP entitlements retroactively to December 27, 2022.
 - a. Apply the expanded MPLP entitlement to Sailors and Marines who have unused caregiver leave as of December 27, 2022, if such unused leave was authorized by the now superseded March 23, 2018, USD(P&R) memorandum. The combination of caregiver leave and parental leave will not exceed 12 weeks.
 - b. Continue previously authorized maternity convalescent leave for Sailors or Marines who have unused maternity convalescent leave as of December 27, 2022, if such leave was authorized by the March 23, 2018, USD(P&R) memorandum.
 - c. Grant convalescent leave that may exceed 30 days to the birth parent for recovery from the birth event, if such leave is specifically recommended, in writing, by the health care provider of the birth parent to address a diagnosed medical condition and is approved by the unit commander.

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(2) Issue further Service-specific guidance as soon as possible, consistent with references (a) through (c), including specific guidance that a unit commander must balance the needs of the unit with the needs of the member to maximize opportunity to use parental leave.

(3) Educate the force to ensure Sailors and Marines understand the new benefits, including eligibility and date of implementation.

(4) Establish non-birth parent proof of parentage requirements, for a qualifying birth event of child(ren) born outside of a marriage. Proof of parentage documents can be:

a. Listing, with consent, as a parent on the child's birth certificate or other government issued document;

b. Acknowledgement in writing of an obligation to support the child, either by voluntary agreement or court order; or

c. Registration, or pending registration, in the Defense Enrollment Eligibility Reporting System.

(5) Submit requests for exceptions to policy regarding the policies and procedures in reference (c) to the Assistant Secretary of Defense for Manpower and Reserve Affairs (ASD(M&RA)) via this office.

This memorandum will remain in effect unless and until rescinded by the Assistant Secretary of the Navy (Manpower and Reserve Affairs) or updates to the Secretary of the Navy Instruction 1000.10B, "Department of Navy Policy on Parenthood and Pregnancy," whichever occurs first.

Robert D. Hogue

Robert D. Hogue 17 Jan. 2023
Principal Deputy Assistant Secretary
of the Navy (Manpower and Reserve Affairs)
Performing the Duties of the Assistant Secretary
of the Navy (Manpower and Reserve Affairs)