



8A Inspector General Newsletter

“Strength through Standards and Discipline”

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Guidance on “Expansion of the Military Parental Leave Program Implementation (ALARACT 018-2023)”

On 16 March 2023, the Army released ALARACT 018/2023 (ALARACT 007/2023 now inactive), which provides Soldiers (as defined in key terms) and Families greater flexibility and extended time with dependent children. Per the ALARACT, Soldiers are authorized 12 weeks of parental leave for birth/adoption/long-term foster care placement occurring on or after 27 December 2022.

The following applies to each sub-set of parents.

Birth parents:

- Deferred or excused for 365 days after the birth of their child from all continuous duty events that are in excess of 1 normal duty day/shift (e.g., deployment, mobilization, field training, combat training center program rotations, collective training events away from home station, pre-mobilization training, unit training assembly away from home station, TDY, etc.)
- Authorized 12 weeks of parental leave in addition to and following maternity convalescent leave during the 1-year period beginning on the date of birth of child.

Non-birth parents/adoption/foster-care/surrogacy:

- Authorized 12 weeks of parental leave either taken in whole or taken in increments during the 1-year period beginning on the date of birth of child/date of adoption/date of placement (adoption/long-term foster care)
- Should expect to deploy with their units.

Taking leave:

- Soldiers may take parental leave in one continuous period or in increments consistent with operational requirements.
- Soldiers can take ordinary leave in between increments of or consecutively with parental leave.

- Soldiers choosing to take parental leave in more than one increment must request proposed leave in blocks of at least 7 days each for a max of 12 increments.

Deferring leave: operationally deployed Soldiers must normally defer parental leave until completion of deployment. However, unit commanders may approve parental leave if he/she determines it doesn't impact unit readiness. Soldiers who defer leave because of deployment may be authorized an extension of the 1-year parental leave period.

Extension of leave: authorized if Soldiers lose unused parental leave (after the 1-year period) because of deployment/military exercise (consecutively more than 90 days), attendance at an in-residence PME course (consecutively more than 90 days), execution of PCS orders with TDY en route to new permanent duty station (consecutively more than 90 days) that would interfere with taking parental leave.

Unused leave: Soldiers forfeit any amount of unused parental leave remaining at the expiration of the 1-year period (unless extension applies); at the time of separation from active service; termination of placement for adoption/long-term foster care.

Stillbirth/miscarriage: Birth parent/spouse not authorized parental leave. DoD Health care provider may recommend convalescent leave.

Key Terms

Soldier: Active-duty as well as reserve Soldiers on active-duty orders for 12 months or longer.

Child: newborn, adopted minor child, or minor child placed for adoption or long-term foster care (minimum 24 months)

Birth parent: Soldier who gives birth.

Convalescent leave: a period of authorized absence granted to Soldiers under medical care, which is part of prescribed treatment for recuperation and convalescence.

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References

- Directive-type memorandum 23-001 (Expansion of the Military Parental Leave Program)
- AD 2022-06 (Parenthood, Pregnancy, and Postpartum)
- AR 600-8-10 (Army Leaves and Passes)