



# Reserve Info Bulletin



## Compensation and Credit for Maternity Leave Taken By Reserve Component Members

ALCOAST 140/22 promulgates a new policy permitting maternity absence in lieu of duty for up to 12 **regularly scheduled** IDT drills, for satisfactorily participating SELRES members, within one year of a birth event that occurred after 20-weeks of gestation. Members may not exceed the fiscal year cap of 48 IDT drills. Members will not be authorized ATPs to perform training missed during the IDT excused absence.

This policy is specifically for new mothers to allow them to physically recover from giving birth. This is not a reserve form of Parental Leave and cannot be used by new fathers or new parents adopting a child.

A pregnant reservist must notify her command as soon as practical following a qualifying birth event in order to facilitate processing of regularly scheduled drills. Drills will be processed for payment following the drill date in the same time as other reservists performing IDT duty that day.

Commanders may not disapprove maternity absence for mothers during the first three months immediately following a qualifying birth event. Reservists who opt to take maternity absence outside of this period are subject to scheduling constraints set by commanders due to operational and training requirements; however, they must be allowed to take the absences before reaching 12 months post-partum.

Points or pay will not be awarded retroactively and maternity absence must be taken within 12 months of the qualifying birth event.

For members submitting IDTs in accordance with this new policy, the **Duty Type** is “IDT” (Single or Multiple) and the **Duty Purpose** is “MED Medical.” This process will be used until a new Duty Purpose is provided. Commands are responsible for tracking the use of maternity absence.

### Process:

1. Member enters IDT drills in Direct Access (DA) for the fiscal year as directed by current policies and guidance.
2. Supervisor approves IDT drills in DA in accordance with current policies and guidance.



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3. Pregnant member performs drills as authorized in Pregnancy in the Coast Guard, COMDTINST 1000.9, until giving birth.
4. Member notifies Command as soon as possible following giving birth and requests excusal from specific scheduled IDT drills.
5. Command processes each regularly scheduled IDT drill (Single or Multiple) in the same manner as those performed by others at the unit on the same date. For the excused member, the command uses the Duty Purpose of "MED Medical."

Questions on execution should be directed to COMDT (CG-R55):

[HQS-DG-LST-CG-R55@uscg.mil](mailto:HQS-DG-LST-CG-R55@uscg.mil).

Policy questions should be directed to COMDT (CG-1334):

[HQS-PolicyandStandards@uscg.mil](mailto:HQS-PolicyandStandards@uscg.mil)



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FM COMDT COGARD WASHINGTON DC

TO ALCOAST

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UNCLAS

ALCOAST 140/22

SSIC 1000

SUBJ: PROMULGATION OF COMPENSATION AND CREDIT FOR MATERNITY LEAVE  
TAKEN BY RESERVE COMPONENT MEMBERS

A. Military Assignments and Authorized Absences, COMDTINST 1000.8A

B. National Defense Authorization Act for Fiscal Year 2021, Public  
Law 110-181

C. Title 37, United States Code

D. Title 10, United States Code

1. This ALCOAST updates REF (A) in accordance with REFs (B), (C),  
and (D) authorizing Inactive Duty Training (IDT) compensation  
and credit for retired pay purposes for maternity leave, hereby  
referred to as maternity absence, taken by members of the Reserve  
Components in accordance with section 602 of REF (B).

2. Maternity absence is authorized in lieu of duty for up to 12  
regularly scheduled IDT drills for satisfactorily participating  
Selected Reserve (SELRES) members within one year of a birth event  
that occurred after 20-weeks gestation.

3. Compensation is authorized in accordance with section 206(a) of  
REF (C) and credit towards retirement will accrue in accordance with  
Chapter 1223 of REF (D).

4. Reservists must notify their command as soon as practical  
following a qualifying birth event in order to facilitate processing  
of drill pay and retirement points.

5. Commanders may not disapprove maternity absence for members  
during the first three months immediately following a qualifying  
birth event. Reservists who opt to take maternity absence outside  
of this period are subject to scheduling constraints set by  
commanders due to operational and training requirements, however  
they must be allowed to take the absence before reaching 12 months  
post-partum.

6. Points credited for maternity absence will be applied to the  
year (anniversary and fiscal) in which they occur.

7. Separate crediting of points will accrue for maternity absence  
periods taken in connection with each qualifying birth event.

8. These changes are effective immediately upon release of this  
message. Points or pay will not be awarded retroactively and  
maternity absence must be taken within 12 months of a qualifying  
birth event.

9. Changes will be incorporated to REF (A) with a new section within  
Chapter 6 during the next revision.

10. This message will be cancelled on 17 APR 2023.

11. Questions on execution should be directed to COMDT (CG-R55):  
[HQS-DG-LST-CG-R55@uscg.mil](mailto:HQS-DG-LST-CG-R55@uscg.mil).

12. Policy questions should be directed to COMDT (CG-1334):  
[HQS-PolicyandStandards@uscg.mil](mailto:HQS-PolicyandStandards@uscg.mil)



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13. CAPT A. W. Williams, Acting Director of Military Personnel (CG-13), sends.
14. Internet release is authorized.