



COMMANDER'S CALL TOPICS

NOTE: This product has embedded hyperlinks and is best viewed online.

17-21 April 2017

Priority Topic of the Week

Parental Leave Questions & Answers

Due to numerous inquiries via social media and via the Total Force Service Center, it's important Commanders and Airmen understand the current parental leave policies for active duty Airmen and what is causing delays for the future policies.

- **What is the current Air Force (AF) policy for "parental" leave?** Air Force policy is outlined in [AFI 36-3003](#), Military Leave Program. The current policy authorizes:
 - ◊ 84 days of non-chargeable leave to active duty mothers who give birth (Para 4.2.1.1.1)
 - ◊ 10 days of Permissive TDY for Parental Leave—which may be taken in conjunction with ordinary leave (Table 4.5, Rule 19)
 - ◊ Up to 21 days of Permissive TDY for a qualifying adoption (Table 4.5, Rule 18)
- **I have heard people call Parental Leave "Paternity Leave" or "Secondary Caregiver Leave." Are these the same or different?** Parental, paternity, and secondary caregiver leave are often used synonymously. However, the current term is "Parental Leave for Members of the Armed Forces."
- **Who does the Parental Leave policy apply to?** Current Department of Defense (DoD) and AF policy applies to married members on active duty whose spouse gives birth to a child.
- **When can an Airman take the Parental Leave?** Parental Leave must be taken no later than 1-year following the birth and must be taken consecutively.
- **I heard that the 2017 NDAA was passed and states that the number of days for Parental Leave and adoption leave increased. Is this true?** The 2017 NDAA changed the law ([U.S.C. Title 10, Section 701](#)) to authorize *up to* 21 days of leave for secondary caregivers—but does not mandate 21 days. Additionally, the 2017 NDAA increased the maximum number of days authorized for adoption leave for primary caregivers (6-weeks).
- **Why haven't the DoD and the Air Force updated their parental leave and adoption leave policies to match the NDAA?** The DoD is actively working through the many policy issues that have arisen as a result of the NDAA statute and will publish policy guidance just as soon as practicable. Air Force leave policy is created from the DoD policy ([DOD Instruction 1327.06](#), Leave and Liberty Policy and Procedures) and the Air Force cannot grant more authority than the current DoD policy. AFI 36-3003 will be updated after the new DODI 1327.06 is published.
- **How will I know when the policy changes?** Air Force personnel and public affairs officials will actively push information to the field once the Air Force policy is updated.

Personnel Topics of Interest

- CSAF Captains Prestigious PhD Program nomination packets due NLT 14 July ([AFPC Article](#))
- Green Dot training prompts suicide intervention ([AF.mil](#))

April Observances

Talking points on the subjects below available on the [Tell the Air Force Story site](#)

- Earth Day is 23 April
- Sexual Assault and Assault Prevention Month—*Not Just April*
- Month of the Military Child
- Medical messaging on Military Children's Health, Trusted Care & Autism Awareness

Commander's Call Topic Archive: <http://www.af.mil/AboutUs/CommandersCallTopics.aspx>

Commander's Call Topics is published weekly by SAF/PA to ensure leaders at all levels remain current on issues concerning Airmen and families. Requests for information to be included in future editions should be sent to SAF/PAX via [email](#). Submissions should include: **1) 1-2 sentence synopsis of the issue; 2) hyperlink to further details; 3) a POC name and contact information.**

***Only submissions that pertain to the majority of Airmen or specifically to command leadership teams will be considered. Local or limited-interest items will not be included.**