



# THE IG UPDATE



Volume 23-02, March 2023

## Expansion of the Military Parental Leave Program (MPLP)

The Army recently published **ALARACT 018/2023** which provides implementation guidance on the expansion of the MPLP. This bulletin highlights the major updates of this program that went into effect on 4 January 2023.

MPLP applies to a soldier when the following events happen after 27 December 2022:

**Birth Parent:** Are deferred or excused for 365 days after the birth of their child from all continuous duty events that are in excess of more than 1 normal duty day/shift. These include, but are not limited to deployment, mobilization, field training, Combat Training Center Program Rotations, collective training events away from home station, and temporary duty. Birth Parents are authorized 12 weeks of parental leave (PL) in addition to maternity convalescent leave from childbirth. The PL will be authorized during the 1-year period beginning on the date of the birth of the child and following any period of maternity convalescent leave.

**Maternity convalescent leave:** Is authorized for the recovery of the birth parent 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. The period of maternity convalescent leave immediately following childbirth will be taken in one increment. The leave will begin on the first full day after the birth of the child or the date of release of the soldier from the hospital or similar facility where birth took place, whichever is later.

**Non-Birth Parents and Soldiers who adopt a minor child or who have a minor child placed for adoption or long-term foster care:** Are authorized 12 weeks of PL either taken in whole or increments during a 1-year period beginning on the date of the birth of the child.

Additionally, these soldiers should expect to deploy with their units. CDRs will consider the significance of the event and its impact on readiness when considering a soldier's request for PL. Only the first General Officer in the soldier's chain of command may disapprove a request for PL. If PL is disapproved the soldier maybe authorized an extension beyond the year limit to take the PL.

If the child is born out of marriage, the non-birth parent parentage of the child must be established IAW AR 600-8-10, para 5-5,d,(6).

**Adoption placement or adoption:** Soldiers to include dual military couples will be authorized 12 weeks PL during a 1-year period following the placement of a minor child with the soldier for adoption, or date of adoption of a minor child by the soldier. If a surrogate is used, when the soldier becomes the legal parent of the newborn child, PL is authorized the same as an adoption.

**Long Term Foster Care:** Soldiers to include dual military couples will be authorized 12 weeks PL during a 1-year period following the placement of a minor child with the soldier for long term foster care. An addition 12 weeks is not authorized if the long-term care is converted into an adoption.

**Taking PL:** Soldier may take PL in one continuous period or in increments. PL may also be taken together with ordinary leave. Increments will be taken consistent with operational requirements. Soldiers choosing to take PL in more than one increment must request the leave in blocks of at least 7 days each for a maximum of 12 increments and must submit such request within timelines established by normal procedures and/or the unit commander. Commanders are encouraged to approve incremental PL request. If the commander does not approve the incremental request, they

must allow the soldier to take the full 12 weeks of PL in one continuous period.

**Unused Caregiver Leave:** PL applies to Soldiers who have unused caregiver leave on 27 December 2022. They are authorized a total of 12 weeks PL (this total includes any used caregiver leave).

**Deferral / Unused PL.** There are some circumstances that require deferral of PL (deployment, some PME, PCS, TDY more than 90 days). See paragraphs 6-13 of ALARACT 018/2023 for specifics and process.

### 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 (min 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 prescribe treatment for recuperation and convalescence.

### References:

AD 2022-06 (Parental Leave Program)  
AR 600-8-10 (Army Leaves and Passes)



**101<sup>st</sup> Airborne Division (AASLT) & Fort Campbell**

**Commanding General:**  
MG Joseph P. McGee

**Command Sergeant Major:**  
CSM Veronica E. Knapp

**Command IG:**  
LTC Michael B. Gray

**IG NCOIC:**  
MSG Virginia A. Taib

**Fort Campbell IG: BLDG 2574, 23<sup>rd</sup> Street  
Fort Campbell, KY 42223  
IG Office Phone #  
270-461-0754**