



DEPARTMENT OF THE ARMY
HEADQUARTERS, 3D CAVALRY REGIMENT
BUILDING 9001 LEGENDS WAY
FT CAVAZOS, TX 76544



AFZC-RCO

25 May 23

MEMORANDUM FOR RECORD

SUBJECT: Policy Letter #11 – Parenthood, Pregnancy, Postpartum, and Family Wellness

1. References

- a. Army Directive (AD) 2022-06, Parenthood, Pregnancy, and Postpartum, 19 April 2022
- b. Army Regulation (AR) AR 600-20, Army Command Policy
- c. Field Manual (FM) 7-22, Holistic Health and Fitness, 1 October 2020

2. Intent. To promote command support for pregnant and postpartum Troopers as well as Family wellness as part of force health and the Army's "People First" initiatives.

3. Applicability. This policy applies to all personnel assigned, attached, or subject to special courts-martial convening authority of the 3d Cavalry Regimental Commander.

4. Lactation Accommodations.

a. All Troopers who want to breastfeed upon return to duty, following the birth of a child, will notify their chain of command as soon as possible. This notification allows commanders to determine how to best support the Trooper and to ensure a workplace is adequate with appropriate space and time for expressing milk.

b. Commanders will designate a private space, other than a restroom, with locking capabilities for a Trooper to breastfeed or express milk. This space must include a place to sit, a flat surface (other than the floor) to place the pump on, an electrical outlet, and access to a safe water source within reasonable distance from lactation space. This space can be permanent or temporary.

c. Commanders will ensure that Troopers have adequate time to express milk but must be aware that each Trooper's situation is unique. Lactation breaks must be accommodated at least every 2-3 hours for not less than 30 minutes each break.

d. Troopers must supply the equipment needed to pump and store their breast milk. Troopers who are breastfeeding or expressing milk remain eligible for field training, mobility exercises and deployment (after completing their postpartum deployment deferment period).

e. During field training and mobility exercises, commanders will provide private space for Troopers to express milk. If the Trooper (or designated personnel) cannot transport expressed milk to garrison, the Trooper's commander will permit her the same time and space to express and discard her breast milk with the intent to maintain physiological capability for lactation.

f. Commanders should work with the supporting medical officer to determine whether milk storage and/or transportation will be feasible during the exercise. Commanders will counsel Troopers to discuss the potential risks of storing milk during field training and mobility exercises with their medical provider. Troopers will remain exempt from any field training, CTC rotations, and deployments where lactation accommodations cannot be provided for up to 12 months. In certain circumstances, extensions past 12 months can be granted in 3 month increments to lactating soldiers, upon verification by the Trooper's profiling provider. These extensions cannot extend past 24 months and do not apply if lactation accommodations can be provided.

5. Operational and Training Deferment

a. To ensure that at least one parent is home with their child, the following categories of Troopers are deferred or excused for 365 days after the birth of their child from all continuous duty events in excess of 1 normal duty day. At any time, Troopers may waive any portion of their 365-day deferment period without ending it early. This deferment applies to the following Troopers:

- (1) All birthparents. Birthparents may transfer their deferment to their Army spouse or co-parent during the 365-day period. If operationally feasible, dual-Army parents can alternate based on mission throughout the 365-day period.
- (2) Non-birth parents whom the special court-martial convening authority deems necessary to apply the exception to on a case-by-case basis due to extenuating circumstances.
- (3) Single Soldiers and one Army member of a dual-military couple in cases of adoption and long-term child placements (such as long-term foster care placement) when the child is a minor at the time of adoption or placement. This deferment does not apply in cases of stepparent or sibling adoption. In cases where a Soldier uses a surrogate, and the Soldier becomes the legal

parent or guardian of the child, the event will be treated as an adoption, and the operational and training deferment applies.

- (4) Soldiers undergoing fertility treatment from a healthcare provider with credentials in fertility treatment who have followed the appropriate procedures outlined in AD 2022-06.

b. This deferment includes, but is not limited to, the following:

- (1) Deployment
- (2) Mobilization
- (3) Field training
- (4) Combat Training Center (CTC) program rotations
- (5) Collective training events away from home station
- (6) Pre-mobilization training
- (7) Unit training assembly (UTA) away from home station
- (8) Temporary duty (TDY)

c. Troopers are exempt from taking a record physical fitness test while pregnant and for 365 days after the conclusion of the pregnancy.

6. Family Care Plans (FCP)

a. The care of Families and dependent children is a command emphasis item within the Regiment, and every effort will be made to assist Troopers in providing for the care of their families. It is mandatory for the following Troopers to complete a FCP IAW AR 600-20: Troopers who are single parents, married to another Service Member, married with custody of a child whose biological or adoptive parent is not the spouse, and any other Troopers who have sole responsibility for a Family Member under 18.

b. Troopers will not be required to utilize the long-term guardianship provisions of the FCP to meet short-term, unforeseen childcare requirements or for routine military duties occurring outside the normal duty hours, such as charge of quarters and staff duty. To ensure Troopers have adequate time to arrange childcare, commanders will provide 3 weeks' notice for duty requirements outside of normal duty hours or for significant changes to a Trooper's normal duty hours. No adverse action will be taken against Troopers who are unable to meet these

demands based on lack of family care plan.

c. Commanders will give maximum flexibility (within reason) for Troopers to personally attend to short-term, unforeseen parenting requirements, even when doing so interferes with military duties. This includes but is not limited to unscheduled childcare responsibilities due to child development center/school closures or a child illness.

7. Convalescent Leave.

a. Commanders will comply with AD 2022-06 and ensure convalescent or non-chargeable leave is granted when necessary due to fertility profiles, upon birth or perinatal loss while Trooper is at primary military education course, and following a birth event, miscarriage, or stillbirth IAW AD 2022-06, enclosure 3.

b. For purposes of convalescent leave, a pregnancy termination can be voluntary or involuntary. Leave will be consistent, no matter the terms of the pregnancy termination and there is no requirement for the Trooper to receive pre-approval for the procedure prior to undergoing it. When making convalescent leave determinations in these circumstances, commanders should consider the medical provider recommendations.

8. The point of contact for this memorandum is the Regimental S1.


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