SECRETARY OF THE AIR FORCE
WASHINGTON

FEB 9 2016

MEMORANDUM FOR ALL AIRMEN

SUBJECT: Extending Maternity Leave

By order of the Secretary of Defense and according to Directive-type Memorandum (DTM) 16-002, "DoD-Wide Changes to Maternity Leave," I approve a change to Air Force policy authorizing an additional six (6) weeks of Maternity Leave for Air Force Active Duty Airmen as well as Reserve and Guard Airmen on active duty orders (pursuant to AFI 36-2619, *Military Personnel Appropriation (MPA) Man-Day Program* and AFI 36-2254, Volume 1, *Reserve Personnel Participation)* who give birth, effective 5 February 2016.

This leave is non-chargeable and the 12-week period must be taken continuously. For those who are already on maternity leave effective 5 February 2016, they will be granted a 6-week extension. Additionally, Airmen who extended their current 42-day maternity leave and are currently on ordinary leave may convert the chargeable ordinary leave to the new non-chargeable Maternity Leave. In the case of dual-military couples, Maternity Leave may not be transferred to create any kind of shared benefit, and in all cases, unused Maternity Leave will be forfeited if not used.

Commanders will grant Maternity Leave in all cases where Airmen are eligible. Furthermore, no Airmen shall be disadvantaged in her career, including limitations to assignments, evaluations, or selection for PME because she has taken Maternity Leave.

This memorandum is effective until superseded by an update to AFI 36-3003, *Military Leave Program*. This decision is pursuant to authority under 10 U.S.C. §704 and Directive-type Memorandum (DTM) 16-002, "DoD-Wide Changes to Maternity Leave."

The Secretary of Defense also announced the intention to make changes in Parental and Adoption leave; because these changes require updated legislation to implement, they cannot be put into place at this time.

Deborah Lee James