

**Maternity Leave Policy for Drilling Reserve Component Personnel
(Pay and Allowances/Personnel Issues)
Resolution 19-09**

WHEREAS, Public Law 114-328, Section 521 provides “. . . the primary caregiver in the case of the birth of a child is allowed up to twelve weeks of total leave, including up to six weeks of medical convalescent leave. . .”; and

WHEREAS, P.L. 114-328, Section 521 only applies to Reservists on active duty orders until the order ends but said order cannot be extended for purposes of taking this leave; and

WHEREAS, the policy does not include periods of Reserve Component inactive duty training for caregivers who have given birth; and

WHEREAS, it appears Reserve Component caregivers are penalized by being excluded from this legislation resulting in losing compensation and credit for retired pay purposes; and

WHEREAS, proposed 116th Congressional legislation S. 1615 and H.R. 2937, titled “The Mothers of Military Service (MOMS) Leave Act will give Reserve Component members who give birth an entitlement to retired pay as 12 points”, which equates to one drill weekend a month over 3 months; and

WHEREAS, if passed, this legislation should help retain many qualified and dedicated women by providing the flexibility to continue with their military careers; and

WHEREAS, the various services have flexibility to reschedule drills we propose parity among the services to provide the flexibility for the Reserve Component member to be entitled to retired pay and 12 points for maternity and paternity leave;

NOW, THEREFORE BE IT RESOLVED that ROA, chartered by Congress strongly urges members of Congress to support The Mothers of Military Service (MOMS) Leave Act legislation and other proposed legislation that enables retention of trained and experienced National Guard and Reserve servicemembers.

Adopted by the National Convention, 29 Sep 2019
Source: Department of Missouri, 15 Aug 2019