



DEPARTMENT OF THE ARMY  
OFFICE OF THE CHIEF OF ARMY RESERVE  
2400 ARMY PENTAGON  
WASHINGTON DC 20310-2400

DAAR-HR (RN 600)

9 SEP 2022

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Army Reserve Implementation Guidance for Reserve Component Maternity Leave Program

1. References:

- a. William M. (MAC) Thornberry National Defense Authorization Act for Fiscal Year 2021, Public Law 116-283, 1 January 2021
- b. Directive-type Memorandum 22-004, Reserve Component Maternity Leave Program, 9 June 2022
- c. Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum), 19 April 2022
- d. Army Regulation (AR) 600-8-10 (Leaves and Passes)

2. Purpose. Provides guidance for the implementation of the Reserve Component Maternity Leave (RCML) Program in connection with a qualifying birth event.

3. Eligibility. Soldiers must be a member in good standing of the Selected Reserve (SELRES) and eligible to attend or participate in up to 12 Inactive Duty Training (IDT) periods.

4. Reserve Component Maternity Leave.

- a. The birthparent is granted 12 paid IDT periods within 12 months following a qualifying birth event. This benefit does not authorize Soldiers to exceed their annual 48 authorized IDT periods.
- b. A qualifying birth event is any live birth of a child(ren) to a Reserve Component covered member who gives birth.
- c. Soldiers may take the RCML IDT periods consecutively or non-consecutively within a 12-month period following the qualifying birth event. If periods are taken non-consecutively it must consist of a minimum of two IDT periods.
- d. Individual Mobilization Augmentees (IMA) Soldiers will schedule RCML IDT

DAAR-HR (RN 600)

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periods in accordance with AR140-145 (Individual Mobilization Augmentees Program).

e. Soldiers can accumulate a maximum of 12 retirement points for paid RCML periods, receiving one retirement point for each paid IDT within 12 months following a qualifying birth.

f. Commanders will place eligible Soldiers in an excused status during IDT periods. Soldiers will receive compensation and retirement points only for regularly scheduled IDTs that fall within the authorized RCML period.

g. Commanders may not disapprove RCML requests occurring within the first three months following the qualifying birth. Disapproval of RCML request may occur after the first three months only if attendance for operational or training requirements is mandatory. Although Commanders have the option to disapprove RCML requests, it is highly discouraged.

h. Soldiers are authorized payment of any special incentive pay or bonus payments during the RCML periods.

i. Soldiers who would not accumulate enough points to qualify for a good year of service (with the inclusion of the 12 periods outlined above) are not eligible for the entitlement.

j. Any unused RCML remaining will be forfeited one year after the date of a qualifying birth event, at time of separation from the Army, or entry on active duty for a period of 30 days or more. Commanders shall not place limitations on RCML requests that would cause a Soldier to forfeit any periods of leave.

k. If a Soldier uses a surrogate and becomes the legal parent or guardian of the child, the event will be treated as an adoption and is not eligible for RCML entitlements.

l. Soldiers transitioning from Active Component (AC) to Reserve Component (RC) are eligible for RCML at a proportionate amount if eligibility criteria are met or there is unused parental leave remaining at time of release. RCML benefits are not transferrable to create a shared benefit.

m. Beyond the RCML benefit, IAW reference c, Soldiers are authorized an additional four unpaid UTA absences that can be rescheduled in accordance with AR 140-1.

n. This RCML benefit is effective 9 June 2022 for qualifying birth events occurring on or after this period.

DAAR-HR (RN 600)

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o. Soldiers are authorized convalescent leave IAW enclosure 3 of the Army Directive. In the event of perinatal loss, for pregnancies 20 weeks or greater, Army Reserve spouses are authorized four unpaid excused UTAs.

5. Payment Processing Procedures.

a. Unit Pay Administrators (UPA) will process maternity leave pay upon notification of the qualifying birth event and approval by the unit commander. Pay processing is not contingent upon receipt of the birth certificate, however, supporting documentation must be provided within a reasonable period (typically six-eight weeks). If supporting documentation is not provided, pay administrators will collect all pay received in connection with RCML periods in accordance with current procedures.

b. RCML IDT pay will be initiated through the Regional Level Application Software (RLAS) system generated DA Form 1380 (Record of Individual Performance of Reserve Duty Training) utilizing Drill Code 11-UTA/MUTA/RST (Unit Training Assembly (UTA)/Multiple UTA (MUTA)/Reschedule Training (RST)). IMA Soldiers will submit pay requests through their agency to HRC pay team at [usarmy.knox.hrc.mbx.g8-reserve-pay@mail.mil](mailto:usarmy.knox.hrc.mbx.g8-reserve-pay@mail.mil).

6. For additional information, contact MAJ Brittany K. Williams, OCAR G-1, at (703) 806-7455 or [brittany.k.williams6.mil@army.mil](mailto:brittany.k.williams6.mil@army.mil).

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