

Maternity Leave Policies

Air Force

AFI 36-3003

6.4.1.1.

Absence from duty because of pregnancy and childbirth. During pregnancy, members continue to perform normal duties as long as they are medically fit to do so. When it is necessary for the member's or fetus' health and safety, convalescent leave is appropriate as long as it is medically required. For childbirth, postpartum convalescent leave following normal pregnancy is 42 days to allow time for the mother to recover physically. Convalescent leave begins the day of discharge from the medical treatment facility and continues through the day before the member's return to duty. Medical authorities determine whether the mother's medical condition warrants convalescent leave beyond 42 days.

Army

AR 600-8-10

Section IV

Task: Granting Convalescent Leave When Soldiers Return to Unit After Illness or Injury

5–7. Rules to grant convalescent leave when Soldiers return to unit after illness or injury

- a.* Unit commanders may grant up to a maximum of 30 days convalescent leave during one continuous period to Soldiers who have been returned to duty after illness or injury. This period is extended to 42 days following pregnancy and childbirth. (Beyond 42 days, hospital commander is the only approval authority.)
- b.* Prior to approval—
 - (1) Obtain supporting recommendation from physician.
 - (2) Verify what, if any, convalescent leave Soldier has had while assigned or attached to hospital, only that portion is authorized which, when added to hospital-approved leave, will not exceed 30 days or 42 days if the reason is pregnancy and childbirth.
 - (3) Require confirmation of attending physician's recommendation for convalescent leave from the hospital commander having administrative responsibility, if desirable.
- c.* Leave is authorized (ordinary, advance, excess, as applicable) for period between expiration of convalescent leave and Soldier's return to parent organization when distance prevents immediate return.
- d.* Soldiers are authorized 42 days after pregnancy and childbirth and—
 - (1) If Soldier voluntarily desires to return to duty after less than 42 days leave, physician must approve.
 - (2) A commander may require early return of a Soldier if that Soldier's absence will clearly have an adverse impact on readiness or operational mission of the Soldier's unit. A cognizant military health authority must determine that such action is medically acceptable.
- e.* Paragraphs 5–3 and 5–4 are applicable when using convalescent leave.
- f.* Soldiers granted convalescent leave for illness or injury incurred in the line of duty while eligible to receive hostile fire and imminent danger pay under 37 USC 310 are entitled to funded travel and transportation under 37 USC 411a (para 5–9).