



**UNITED STATES MARINE CORPS**  
MARINE CORPS UNIVERSITY  
EDUCATION COMMAND  
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QUANTICO, VA 22134

IN REPLY REFER TO  
1050  
VPBA  
**19 MAY 2023**

POLICY LETTER 3-23

From: Commanding General, Education Command  
To: Distribution List

Subj: MARINE CORPS UNIVERSITY/EDUCATION COMMAND POLICY FOR THE  
MARINE CORPS MILITARY PARENTAL LEAVE PROGRAM FOR STUDENTS  
ENROLLED IN RESIDENT PROFESSIONAL MILITARY EDUCATION PROGRAMS

Ref: (a) OSD DTM 23-001 of 4 Jan 23  
(b) ASN Memo of 17 Jan 23  
(c) MARADMIN 051/23  
(d) MARADMIN 129/23  
(e) MCO 5000.12F

1. Purpose. To establish a Marine Corps University/Education Command (MCU/EDCOM) policy for the implementation of the Marine Corps Military Parental Leave Program (MPLP).
2. Applicability. This policy is applicable to all students attending resident officer Professional Military Education (PME) programs, including the Marine Corps War College (MCWAR), the School of Advanced Warfighting (SAW), Command and Staff College (CSC), and the Expeditionary Warfare School (EWS). In cases concerning students from other services, civilian federal agencies, or foreign nations, where other service, agency, or foreign nation policies or regulations conflict with MCU/EDCOM policy, MCU/EDCOM will coordinate with the appropriate chain of command through designated liaisons to develop workable solutions. This policy does not apply to the College of Enlisted Military Education given the short duration of enlisted Professional Military Education (PME) programs.
3. Background. Per references (a) and (b), on 27 January 2023, the Marine Corps published reference (c), establishing policy for the Marine Corps MPLP. The MPLP expands authorized parental leave to 12 weeks for parents following childbirth, a qualifying adoption of a minor child, or the placement of a minor child for adoption or long-term foster care.
  - a. Key parameters of the MPLP. Per reference (c):
    - (1) The parental leave period is the same for all Marines (i.e. both parents), so the designations of primary and secondary caregiver are no longer applicable.

(2) Commanders may authorize parental leave in one continuous period or in increments (of no less than seven days) consistent with operational requirements during the one-year period beginning on the date of birth or other qualifying event of the child.

(3) Commanders may approve parental leave after the one-year period if the Marine's attendance at an in-residence professional military education course for a consecutive period of 90 or more days occurs within the one-year period following the date of birth or other qualifying event of the child.

b. Convalescent Leave. References (c) and (d) establish that the designation of Maternity Convalescent Leave (MCL) that was set at 42 days was removed and replaced with convalescent leave with no pre-set number of days that requires a recommendation by a health care provider and approval from a commander. Reference (d) establishes that the period of convalescent leave is intended to allow the Marine who gave birth, and is not yet fit for duty, time to recover from a medical condition related to the birth event. Reference (d) also establishes that convalescent leave is separate and distinct from parental leave, that parental leave cannot be substituted for convalescent leave for the birth parent, and that commanders should not deny convalescent leave for a birth parent based solely on their eligibility for parental leave.

c. Deferment of Attendance at Resident PME. Reference (e) establishes that pregnancy is not a factor in selection for resident year-long PME, nor is a pregnancy that occurs during the academic year a basis for disenrollment. However, reference (e) provides policy for the deferment of assignment to resident PME due to pregnancy until the next academic year.

4. Policy. MCU/EDCOM will ensure that resident PME students are afforded the opportunity to use authorized parental leave while also ensuring that resident PME students meet all requirements established by academic regulations and by their assigned school or college.

a. Convalescent Leave. Convalescent leave may be authorized for the birth parent for a diagnosed medical condition associated with the qualifying birth immediately following a birth when specifically recommended, in writing, by the health care provider.

b. Parental Leave. Reference (c) authorizes 12 weeks of parental leave for both the birth and non-birth parents. In order to balance the requirements of the MPLP with the academic requirements of MCU/EDCOM schools and colleges, MCU/EDCOM may authorize parents up to 3 weeks of parental leave (to be taken continuously or incrementally) following the birth of child or other qualifying event, and will defer the remaining 9 weeks of authorized parental leave until after graduation. In cases where authorized parental leave is deferred until after graduation, MCU/EDCOM will coordinate with Manpower Management Officer Assignments (MMOA) to determine whether deferred parental leave will be taken prior to a student executing Permanent Change of Station Orders (PCSO) or after executing PCSO (i.e., after joining their next unit).

c. Absence Mitigation. Students who use authorized parental leave during the academic year will coordinate with their respective faculty to develop a plan for completing all academic requirements for program completion.

d. Delegation of Authority. Commanding General (CG), EDCOM delegates to the Directors of MCWAR, SAW, CSC, and EWS the authority to determine, in coordination with students who are subject to parental leave, when parental leave is authorized and whether parental leave will be taken continuously or incrementally.

e. Exceptions. Exceptions to this policy (i.e., requests for more than three weeks of parental leave during the academic year) may be considered at the discretion of the program director on a case-by-case basis. However, as excessive absences, regardless of reason, jeopardize a student's ability to meet program and student learning outcomes, directors may convene a Student Performance Evaluation Board (at any time before or after such exception is granted) in accordance with Academic Regulations to review and make recommendations regarding a student's ability to meet program requirements.

f. Appeals. Any student appeals to a director's determination will be adjudicated by CG, EDCOM.

  
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