



WIARNG Parenthood, Pregnancy, & Postpartum (P3) – Train the Force

August 2023

Training Overview

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WIARNG Policy Memo 128 – Parenthood, Pregnancy, and Postpartum (P3)

- To outline the procedures and administrative requirements for the WIARNG's Parenthood, Pregnancy, and Postpartum (P3) Program. The intent of this policy's tenants is to enhance the morale, recruitment, career progression, and retention of WIARNG Soldiers with the implementation of DOD, Army, and Army National Guard parenthood and maternity policies.
- This policy memo outlines the requirements of Soldiers, Command Teams, P3 Advisors, and the WIARNG P3 Program.

Family & Respect

Family. We are your Guard Family. We also recognize that, outside of this uniform, you have your own family and responsibilities. We will work together to improve our Soldiers' work-life-military balance. Families may not always get along perfectly, but no one can break our bond, and we will have each other's backs in good times and in bad.

Respect. Our success lies with how we treat each other. Many of our problems, including sexual harassment, assault and discrimination, can be prevented by simply respecting each other. Listening to others and valuing their opinions makes us stronger, especially when we disagree. At all ranks, Soldiers will create tolerant, safe environments. Ask yourself: is this an environment I would feel comfortable having my spouse, son, daughter or sibling serve in? Make that answer a resounding YES; it is within your power.

Common Terms

- **Birth Parent:**
 - *The parent who physically gives birth*
- **Non-Birth Parent:**
 - *The parent who didn't physically birth the child (includes, but not limited to: the father, partner, adoptive parents, parents by use of surrogate, foster parents)*
- **Postpartum:**
 - *Phase following pregnancy/childbirth*
- **Lactation:**
 - *Milk expression (examples: breastfeeding, chest feeding, nursing, pumping, hand expression)*
- **Maternity Convalescent Leave:**
 - *Time period authorized to a Soldier who has given birth (birth parent), to recover from pregnancy and childbirth. This begins the first full day after the birth parent is discharged from the hospital.*
- **Parental Leave:**
 - *Time period authorized for a parent to use during the one-year period following the birth of a child, adoption, or long-term foster care placement. May be taken in whole or in seven-day increments. For birth parents, parental leave must be taken following any period of maternity convalescent leave.*
- **P3 Plan:**
 - *A document prepared by a Soldier parent developed within a reasonable timeframe upon expecting a child. The document references unit training plans and guidance from immediate supervisors and P3 Advisors.*

What to do when your Soldier tells you they are pregnant...

- Congratulate your Soldier and their family!
- Expect nervousness & apprehension, especially for first-time parents
- Ask for a due date and doctor's note so you can get them a pregnancy profile
- Set up a time to conduct their pregnancy counselings
 - Prepare and use P3 Advisors
 - Use the resources and new counseling templates on the [G1 SharePoint](#)
 - Invite their family, partner, etc.
 - Commander counsels. Involve P3 Advisor, 1SG, PSG, etc.
 - Follow the instructions on their pregnancy profile
- Later in their pregnancy:
 - Plan for their absence, identify their duties and back-ups
 - Ensure they know they are allowed to lactate upon return to drill
 - Confirm requirements to achieve a good year for retirement based on the Soldier's Annual Year End (AYE) Date and the unit's scheduled training events

P3 Advisor - Additional Duty Appointment

- Rank requirement of E5 and above
- *Voluntary* appointment
- Must be appointed on an ADA memorandum by the company commander
- Must attend P3 Advisor Training
- Maintain annual HIPAA certification (MEDCHART or JKO)
- Minimum required is 1 per company/troop/battery
- No requirement to identify as any specific gender
- No requirement to be a parent
- Will have direct access to the WIARNG P3 Team, advisors & resources

Duty Restrictions During Pregnancy

SOLDIER CAN

- (May) attend drills & Annual Training
- Work up to 8 hours a day, if necessary
- Be encouraged to conduct PT at their own pace, with physician's guidance
- Rest, whenever needed
- (May) go to the field
 - *Must have access to daily shower and restrooms*
 - *Must sleep in a bed, in a temperature-controlled environment*
 - *Must have minimal exposure to stress, which is completely dependent upon the situation*

SOLDIER CANNOT

- Stand in formation longer than 15 minutes
- Ride in a military vehicle
- Wear load bearing equipment, to include LBV / Body Armor
- Have excessive lead exposure (weapons handling)
- Conduct, or be present at weapons qualification

Duty Restriction Considerations

- The third trimester of pregnancy can be complicated and unexpected. Commanders will determine if a pregnant Soldier is required to physically attend IDT or AT, regardless of training event location.
- Commanders should be empowered to use discretion (in every scenario), in order to support their pregnant Soldiers
- Ensure Commanders consider when asking Soldiers 'if they are comfortable,' the majority are inclined to comply, regardless of how they are feeling
- Aviators have unique requirements and should consult their flight medic in addition to their physician for exemptions and flight authorizations.

Uniforms

- Acquisition of maternity uniforms (ACU)
 - *Uniforms are acquired from the WIARNG-CIF through the Soldier's company Supply NCO*
 - *Acceptable time for issue is the IDT period following input of request*
 - *Authorized in these quantities:*
 - 2 sets, MDAY
 - 4 sets, AGR
- Uniform policies for wear
 - *Will not be required to wear dress uniforms (ASU/AGSU) while pregnant and for 365 days following the birth event*
 - *May choose the continued wear of permethrin-free ACU/IHWCU through lactation period and while safely returning to height/weight standards*
 - *May choose to mix the Maternity ACU trousers with ACU/IHWCU coat*
 - *Lactation shirts are not available through supply channels, but authorized if purchased by the Soldier*

Counseling

- Commander conducts counselings with unit leadership, and P3 Advisor involvement within 45 days of pregnancy notification
- Counseling types:
 - *Initial pregnancy (required for every pregnant Soldier)*
 - *Service option (one version is required, depending on choice):*
 - Continuing Service (if choosing continued membership)
 - Transfer/Discharge (if selecting reassignment or separation from service)
 - *Non-birth parent (available for all non-birth parents)*
- Soldiers' options:
 - *Continued membership in the Wisconsin Army National Guard (WIARNG)*
 - *Reassignment to the Inactive Army National Guard (ING), until pregnancy is no longer a factor*
 - Service Member cannot be flagged, be an officer, warrant officer, or a ROTC/SMP participant
 - Soldiers in the ING are ineligible for Tricare
 - *Discharge from the WIARNG and, if eligible:*
 - Transfer to the Retired Reserve
 - Transfer to the Individual Ready Reserve (IRR)
 - Reserve of the Army (officers)

Parental Leave

Parental Leave: Active Duty (AGR/FTNG)

There are 2 types of non-chargeable leave absences authorized (not including perinatal loss):

MATERNITY CONVALESCENT

42 days

- Granted to **birth parent only**
- Begins first full day after birth parent is discharged from the hospital (must be taken immediately after birth event)
- Applicable even if the newborn is not able to be released at the same time

PARENTAL LEAVE

84 days (12 weeks)

- IAW PPOM #23-013, 12 weeks of parental leave applies when any one of these events occurs on or after 27 December 2022:
 - birth of a member's child
 - adoption of a minor child
 - placement of a minor child for adoption or long-term foster care
- Must be taken within one year after birth event or placement
- May be taken in increments of at least 7 days or all at once
- May take ordinary leave in between increments or consecutively with parental leave, in any order or sequence

FTNGs are only eligible for **parental** leave, if they have been on 12 **consecutive** months of orders
Convalescent leave is provided regardless, as it is a physical recovery period

Example: *Pregnant AGR*

MATERNITY CONVALESCENT

42 days

+

PARENTAL LEAVE

Must be taken following Maternity
Convalescent Leave

84 days

=

TOTAL DAYS GRANTED

126 days

Example: *AGR non-birth parent (includes adoption and long-term foster care)*

PARENTAL LEAVE

84 days

=

TOTAL DAYS GRANTED

84 days

Requesting Parental Leave

- FTNG Soldiers submit a DA Form 31 through their CoC for parental leave approval
- AGR personnel submit parental leave in the Leave Tracker system associated with FTSMCS. The ARNG is not using IPPS-A for leave processing/tracking at this time.
- Soldiers use “Parental” as the ARNG non-chargeable absence type in FTSMCS
- Approval authority is the **Unit Commander or designated representative**
- If requesting parental leave in more than one increment (at least 7 days each), the commander may disapprove the request. If the unit commander does not approve taking incremental parental leave, they must allow the member to take the full 12 weeks of parental leave in one continuous period.
- Only DAG can disapprove parental leave (reference ALARACT 018/2023 for deferment/extension)

Parental Leave: Active Duty (AGR/FTNG)

Perinatal Loss

BIRTH PARENT CONVALESCENT

Gestation	Days
20 weeks, 0 days + above	42 days
19 weeks, 6 days – 16 weeks, 0 days	21 days*
15 weeks, 6 days – 12 weeks, 0 days	14 days
11 weeks, 6 days + below	7 days

NON-BIRTH PARENT CONVALESCENT

Gestation	Days
20 weeks, 0 days + above	21 days
19 weeks, 6 days – 16 weeks, 0 days	10 days
15 weeks, 6 days – 12 weeks, 0 days	7 days
11 weeks, 6 days + below	3 days

*If fetus weighs 350 grams or more, 6 UTAs of convalescent leave will be granted (if multiples pregnancy, weight of one twin must equal 350 grams)

Parental Leave: MDAY

(not including perinatal loss)

BIRTH PARENT

(PARENT THAT PHYSICALLY GIVES BIRTH)

- 6 UTAs: Unpaid, Excused or STA
 - *Essentially convalescent leave, to be used immediately following birth event*
- 12 UTAs: **Paid, Excused**
 - *To be used within the first 12 months following birth event*
 - *Used during regularly scheduled IDT periods*
 - *CDR's may not disapprove within first 3 months*
 - *Must be allowed to use all 12 RCML periods*
- 4 UTAs: Unpaid, Excused or STA
 - *To be used within the first 12 months following birth event*

NON-BIRTH PARENT

(INCLUDING PARENTS THAT ADOPT/USE SURROGATES/FOSTER)

- Are excused (or may STA) from drills/training events within 90 days following birth event or long-term placement
- May STA outside 90-day window within 12 months of the qualifying birth event
- UPAs submit (via WIPAS) a WING 16 & WING 8 with unit's request to pay the P3 Soldier outside STA window. WING 8 must also include statement "Non-Birth Parent Parental Leave Window DD/MM/YYYY to DD/MM/YYYY" showing 90-day time-frame

***RCML: Reserve Component Maternity Leave (12 paid IDT periods within 12 months following a qualifying birth event)**

RCML: MDAY Birth Parents

(not including perinatal loss)

Payment Processing Procedures

- Unit Pay Administrators (UPA) process RCML on MyUnitPay DA 1379s after qualifying birth events
- Birth parents must supply birth certificates to UPAs within 6-8 weeks following birth events; however, RCML pay is authorized immediately
- UPAs use drill code 11 and mark Soldiers present; place remark "Maternity Leave" on the DA 1379
- UPAs create PMS messages in MUP to identify Soldiers performing maternity leave
- Mil pay will create a remark "Maternity Leave X of 12 for DD/MM/YYYY" shown on member's LES
- UPAs submit WING 8 to USPFO requesting payment for retroactive RCML back to 9JUN22
- The UPA is responsible for tracking the maternity leave transactions
- P3 Advisors review P3 Plans regularly and assist UPAs with UTA tracking

Commanders/FTUS will monitor Soldiers' attendance to ensure they are eligible to earn at least 50 retirement points to generate a good year.

Parental Leave: MDAY Perinatal Loss

BIRTH PARENT CONVALESCENT

Gestation	UTAs
20 weeks, 0 days + above	6 (Unpaid, Excused or STA)
19 weeks, 6 days – 16 weeks, 0 days	4* (Unpaid, Excused or STA)
15 weeks, 6 days – 12 weeks, 0 days	Command Discretion
11 weeks, 6 days + below	Command Discretion

NON-BIRTH PARENT CONVALESCENT

Gestation	UTAs
20 weeks, 0 days + above	4 (Unpaid, Excused or STA)
19 weeks, 6 days + below	Command Discretion

*If fetus weighs 350 grams or more, 6 UTAs of convalescent leave will be granted (if multiples pregnancy, weight of one twin must equal 350 grams)

Army Directive 2022-06 (Parenthood, Pregnancy, & Postpartum) - Overview

Defining O&T Deferrals

- Parents are eligible for deferments from continuous duty events (in excess of 1 normal duty day/shift) for 365 days after the birth of their child. This is to ensure at least one parent is home with the child.
- These include, but are not limited to:
 - *Deployment / Mobilization / Pre-Mobilization*
 - *Combat Training Center (CTC) Program Rotations*
 - *Field Training*
 - *Annual Training (only if away from home station and/or if overnight stay required)*
 - *Collective Training Events away from home station (unit of assignment)*
 - *Unit Training Assemblies (UTAs) away from home station (unit of assignment)*
 - *Temporary Duty (TDY)*
 - *State Active Duty (SAD)*
- Reasonable commuting distance is anything within 50 miles from the Soldier's home of record. Duty day should not exceed 8 hours. Flexible IDT options will be offered as an alternative (the 8-hour day is recommended for AGRs during IDT only)
 - *That includes if the MDAY Soldier's unit of assignment is outside of 50 miles*

Flexible Training Options

- Virtual IDT **suggestions** include, but are not limited to:
 - *Any outstanding PME required, depending on Soldier's rank*
 - *Complete correspondence courses on Army e-learning*
 - *Any required annual briefings (as provided by unit Readiness NCO)*
 - *Wellness activities for birth parent and baby*
 - *DEERs Appointments*
 - *Any appointment to support the child or the birth parent*
 - *Medical and/or Behavioral Health appointments*
 - *Parenting and/or lactation classes*
 - *Support group participation*
 - *Physical Training*



Who is Granted O&T Deferments?

BIRTH PARENT

(PARENT THAT PHYSICALLY GIVES BIRTH)

- Excused from all **continuous** duty events (in excess of one normal duty day) for the 365-day period following the birth event
- Soldiers undergoing fertility treatment (see next slide)
- Lactating Soldiers remain eligible for field training/mobility exercises (after completing their postpartum deferment period), but will remain exempt from CTC rotations, deployments, or any training events where lactation accommodations cannot be provided for 2 years (730 days) following conclusion of pregnancy

NON-BIRTH PARENT

(INCLUDING PARENTS THAT ADOPT/USE SURROGATES/FOSTER)

- AS NECESSARY, excused from **continuous** duty events (in excess of one normal duty day) for the 365-day period following the birth event to ensure one parent is home with the child.
 - *Requests should be made to the Unit Commander using memorandum format for annual training and an STA request for IDT weekends*
- If adopting, using a surrogate, or fostering, non-birth parents (regardless of parent gender) are entitled to birth parent deferments. In the case of dual military parents, deferments can alternate between the two parents, based on mission set

Commanders/FTUS will monitor Soldiers' attendance to ensure they are eligible to earn at least 50 retirement points to generate a good year.

O&T Deferments for Fertility Treatment

- Soldiers who have received a justification memo for treatment, or a referral for fertility treatment will be entitled to all birth parent O&T deferments
- Deferment period begins from the date of the first appointment while undergoing fertility treatment
 - *In the event the fertility treatments are successful, they are then eligible for birth parent deferments following the birth event*
- Stabilization from Permanent Change of Station (PCS)
 - *Soldiers undergoing Assisted Reproductive Technology (ART) fertility treatments will be stabilized*
 - *Soldiers whose spouse is undergoing Assisted Reproductive Technology (ART) fertility treatments will be stabilized*

Scenario: Pregnant MDAY Soldier (Birth Parent)

	APR		MAY IDT	JUN AT	JUL IDT	AUG IDT	SEP IDT	OCT IDT	NOV IDT	DEC IDT
	Soldier conducts Alternate AT in preparation to miss AT after baby is born	Baby is born 01 May	Excused, Unpaid	Excused (AT was made up in the month of April)	Excused, Paid \$	Excused, Paid \$	Excused, Paid \$	Attends Drill	Excused, Unpaid	Soldier returns to normal drilling schedule (continue with O&T deferments until 12 months postpartum)
Soldier used:			6 UTAs		4 UTAs	4 UTAs	4 UTAs		4 UTAs	
Remaining Balance (in UTAs):			0/6 unpaid 12/12 paid 4/4 unpaid		0/6 unpaid 8/12 paid \$ 4/4 unpaid	0/6 unpaid 4/12 paid \$ 4/4 unpaid	0/6 unpaid 0/12 paid \$ 4/4 unpaid	0/6 unpaid 0/12 paid 4/4 unpaid	0/6 unpaid 0/12 paid 0/4 unpaid	No UTAs remain

Scenario: Pregnant MDAY Soldier (Birth Parent)

	SEP	OCT IDT	NOV IDT	DEC IDT	JAN IDT	FEB IDT
	Baby is born 15 SEP	Excused, Paid \$	Excused, Paid \$	Excused, Paid \$ for 2/4 UTAs, attends for the other 2 UTAs (Soldier's choice)	Excused, Unpaid	Soldier returns to normal drilling schedule (continue with O&T deferments until 12 months postpartum)
Soldier used:		6 UTAs	4 UTAs	2 UTAs	4 UTAs	
Remaining Balance (in UTAs):		6/6 unpaid* 6/12 paid \$ 4/4 unpaid *Soldier forfeits 6 unpaid UTAs in order to be paid (can only be used immediately following birth)	2/12 paid \$ 4/4 unpaid	0/12 paid \$ 4/4 unpaid	0/12 paid 0/4 unpaid	No UTAs remain

* October: Soldier decides to forfeit her 6 UTAs for convalescent and chooses to use 6 of her paid, excused UTAs instead.

Scenario: MDAY Soldier (Non-Birth Parent)

NOV	DEC IDT	JAN IDT	FEB AT	MAR IDT	APR IDT	MAY IDT	JUN IDT	JUL IDT
Baby is born 30 NOV	Excused, Unpaid (did not STA)	Excused, Paid (STA)	Excused, Paid (STA)	Attends Drill	Attends Drill	Excused, Paid (STA)	Attends Drill	Excused, Paid (STA)
	*Soldier is excused from drill for 90 days following the birth event (May STA)	*Soldier is excused from drill for 90 days following the birth event (May STA)	*Soldier is excused from drill for 90 days following the birth event (May STA)			*Soldier requests O&T Deferment, co-parent unable to care for the child during the scheduled IDT		*Soldier requests O&T Deferment, co-parent unable to care for the child during the scheduled IDT

Scenario: MDAY Soldier (Non-Birth, Adoptive Parent)

	DEC IDT	JAN IDT	FEB IDT	MAR IDT	APR IDT	MAY IDT	JUN AT	JUL IDT
Baby is adopted 01 DEC	Excused, Unpaid (did not STA)	Excused, Paid (STA)	Excused, Unpaid (did not STA)	Attends Drill	Attends Drill	Attends Drill	Excused from AT	Excused, Paid (STA)
	*Soldier is excused from drill for 90 days following the birth event (May STA)	*Soldier is excused from drill for 90 days following the birth event (May STA)	*Soldier is excused from drill for 90 days following the birth event (May STA)	O&T deferment (commute daily, 8hr limit)	Attends drill at alternate armory under O&T deferment (IDT at FMC)	Attends drill virtual under O&T deferment (IDT at FMC)	Conduct alternate AT before 30 SEP	*Soldier uses O&T Deferment. Alerts the commander they will not be attending drill because their co-parent unable to care for the child during the scheduled IDT

Physical Fitness Exemptions

Exemptions below apply to pregnant, postpartum (including those who have suffered perinatal loss), and those who are undergoing approved fertility treatments (see next slide for fertility specifics)

- Record physical fitness tests
 - *For the duration of pregnancy and for 365 days following conclusion of pregnancy (**regardless of the duration of pregnancy**)*
- Any regular unit physical training
 - *Examples include diagnostic physical fitness tests, timed distance runs, timed distance ruck marches, and order of merit list (OML)-generating physical requirements*
 - *Exempt for 180 days after conclusion of pregnancy, unless within guidelines of P3T (see FM 7-22)*
 - *After 180 days, Soldier may return to regular fitness training, and modified, if necessary, to fit Soldier's limits-as noted in their profile (can participate in diagnostic ACFT events)*

Body Composition Exemptions

- Pregnant and postpartum Soldiers are exempt through the duration of pregnancy and for 365 days after the conclusion of pregnancy
 - *Currently, this applies to all Soldiers after the conclusion of pregnancy, including Soldiers who experience perinatal loss (**at any week gestation**)*
- Soldiers undergoing the following types of fertility treatments:
 - *Intrauterine Insemination (IUI): 30-day exemption from the date of medication insemination*
 - *Assisted Reproductive Technology (ART)-oocyte retrieval with or without embryo transfer: 90-day exemption per cycle (from date indicated on medical profile)*

ABCP Flags

- Soldiers who become pregnant while enrolled in the ABCP will:
 - *Maintain their flag, but not be required to make progress*
 - *Have their flag removed as erroneous if they have been enrolled in the ABCP for fewer than:*
 - 30 days before the start of pregnancy (estimated date of conception as noted by a medical provider)
 - 90 days before the start of pregnancy, and have been demonstrating satisfactory progress every month
- Soldiers who begin fertility treatments and are already enrolled in ABCP *will remain flagged but will not be required to make progress during the exemption period (see Soldier's profile for exemption timeline)*
- Postpartum Soldiers who do not meet the Army body composition standard after 365 days following the conclusion of pregnancy will be entered into the ABCP
- Satisfactory progress is considered a monthly weight loss of either 1% body fat or 3-8 pounds, IAW AR 600-9

PME Attendance

- All Soldiers **may** attend PME postpartum and:
 - *Must meet all physical requirements (i.e.- ACFT, field training, etc.) within the guidelines of the course*
 - Physical requirements include unit executing a diagnostic ACFT for the pre-execution checklist
 - **Applicable to ENLISTED ONLY**, other than those attending Sergeants Major Course (officers and warrant officers are exempt from physical requirements)
 - *Are exempt from Height/Weight requirements at PME for 365-days following the birth event*
 - *Lactation accommodations will be provided (Soldier should coordinate with course instructor before arrival)*
 - *If within their 42-day postpartum period, must have medical clearance*
- Temporary profiles for pregnancy or fertility (with medical clearance) will not restrict:
 - *Officers and Warrant Officers from attending and/or graduating from PME*
 - *NCOs from attending and/or graduating from Sergeants Major Course*
- Postpartum Soldiers will not be required to attend PME courses during the first 365 days postpartum and will not incur any adverse administrative actions

PME Requirements/Exemptions

	NCOES (BLC – MLC)	Sergeants Major Course	(All) Officer & Warrant Officer PME
<u>Required</u> to attend at all in the pregnancy/postpartum period?	NO It is the Soldier's choice	NO It is the Soldier's choice	NO It is the Soldier's choice
Must meet Physical Requirements?	YES	NO	NO
Must meet Height Weight Requirements? (w/in 365-days postpartum)	NO	NO	NO
Attend while Pregnant?	NO	YES with medical clearance	YES with medical clearance
Attend in first 42 days postpartum?	YES with medical clearance	YES with medical clearance	YES with medical clearance
Provide Lactation Accommodations?	YES	YES	YES

Lactation Policies

- Commanders are required to provide:
 - *Lactation breaks, as needed*
 - *Adequate time to express milk*
 - No less than 30 minutes per session
 - Understand each situation is unique!
 - *A designated lactation area for lactating Soldiers*
 - *A space that meets these requirements (at minimum):*
 - Private space, not a restroom
 - Must have locking capabilities
 - Must have a place to sit and a flat surface to set pump on (other than the floor)
 - Must have an electrical outlet
 - Must have a refrigerator to store expressed milk
 - Have access to a safe water source within a reasonable distance from the lactation space
- While lactating, Soldiers remain eligible for field training/mobility exercises (after completing their postpartum deferment period), but will remain exempt from any training events (to include CTC rotations, deployments) where lactation accommodations cannot be provided for a period of 730 days

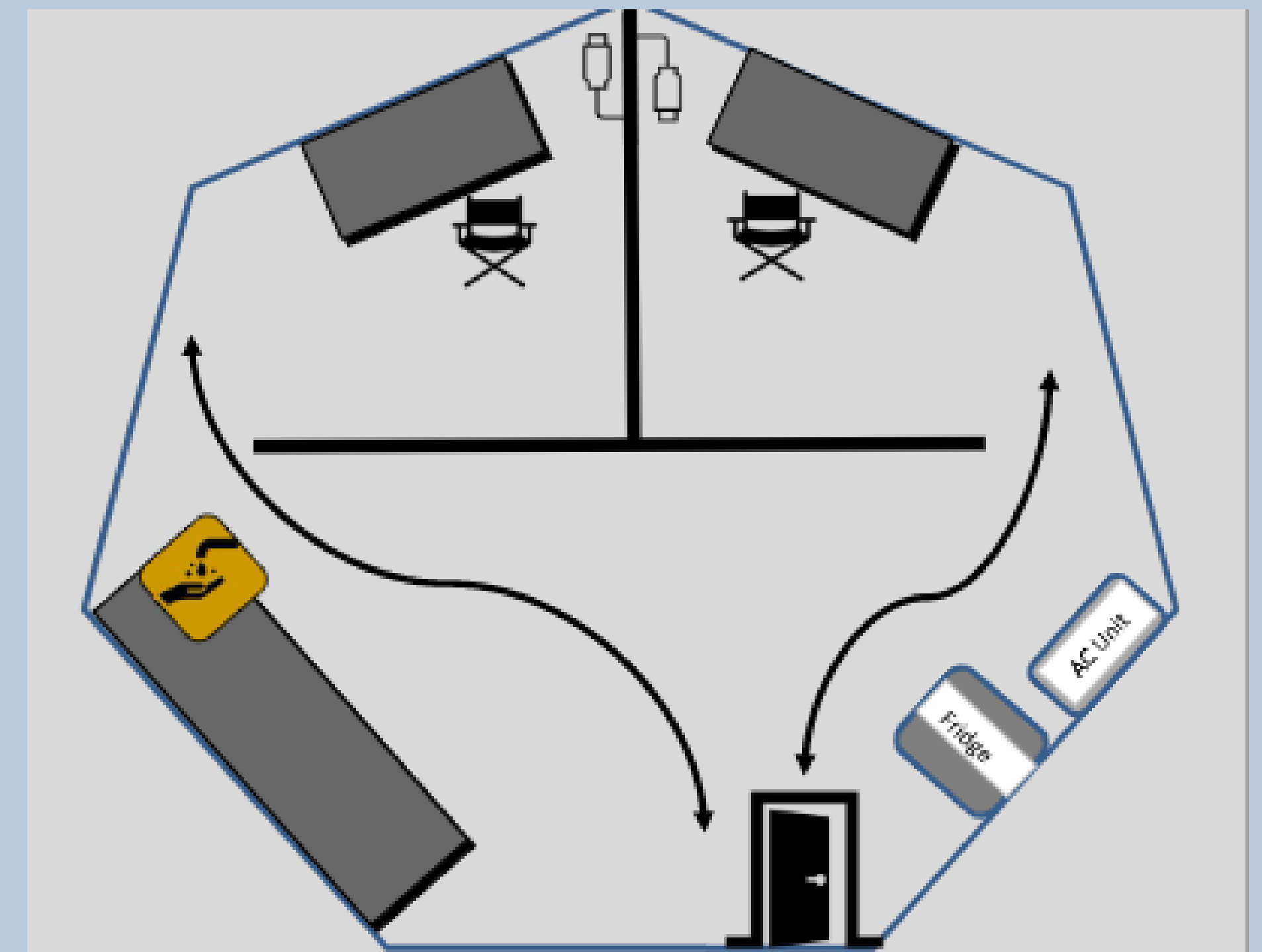


Lactation Policies (cont.)

- Breast Milk Shipment (TDY):
 - Per JTR Table 2-4, breast milk shipment may be authorized for TDY longer than three calendar days and up to 24 months from the date the Soldier gave birth
 - Authorized expenses may be reimbursed up to a maximum of \$1,000 per TDY trip only when authorized in advance on the Soldier's DTS travel authorization and accompanied by all valid receipts
 - Units must add a one-liner to the Soldier's DAMPS order stating "Servicemember is authorized DTS for the compensation of the breast milk shipment only" prior to submitting their DTS authorization

Field Lactation

- Lactation accommodations must be provided, regardless of drill location, to include field exercises
- Arrangements will be made every 4 days (at minimum) to transport milk to a place with freezing capabilities
 - *Standard compliant with CDC Guidelines*
 - *Can be stored in food establishment/field feeding freezers (See P3 Page on G1 SharePoint)*
- Lactating Soldiers are responsible for bringing the basic supplies needed to support their method of milk expression and storage
 - *This includes things such as: storage bags, pump, pump parts, etc.*
- Supply purchasing guide for a Field Lactation Kit is available on the P3 Page



Establishing a P3 Plan

- A P3 Plan is a document prepared by a Soldier parent developed within a reasonable timeframe upon expecting a child. The document references unit training plans and guidance from immediate supervisors and P3 Advisors.
- Completed after pregnancy counseling, but prior to birth event (recommended during third trimester)
- Commanders/leaders provide guidance and expectations within P3 parameters
- Birth Parent selects RCML (12 UTAs) periods and proposes alternative plans for O&T Deferment timeframe
- Non-Birth Parent selects STA/Excusal (90 days following birth event) periods and proposes alternative plans for O&T Deferment timeframe
- Once approved by Commanders, P3 plans should be reviewed monthly
- Strength Management Meetings are a great opportunity to discuss unit P3 Soldiers/plans

Example: P3 Plan

	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER
	01-03 (MUTA 6)	06-08 (MUTA 6)	02-14 (AT)	8-9 (MUTA 4)	No Drill	8-10 (MUTA 6)
DRILL LOCATION	FMWI	HS	FMWI	HS	NA	HS
MILES FROM	186	150	186	150	NA	150
ELIGIBLE FOR O&T?	YES	YES	YES	YES	NA	YES
STATUS PROJECTED	CON	PEX	ALT	PEX	N/A	PEX, A
STATUS ACTUAL			ALT		N/A	
	BABY Due: 1 APR 23	6 paid UTAs	Conducted Alt AT in NOV 22	4 paid UTAs		2 paid UTAs + 4 Excused UTAs
	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH
	6-8 (MUTA 6)	4-5 (MUTA 4)	2-3 (MUTA 4)	6-7 (MUTA 4)	03-04 (MUTA 4)	04-05 (MUTA 4)
DRILL LOCATION	FMC	VOLK	HS	HS	HS	HS
MILES FROM	186	165	150	150	150	150
ELIGIBLE FOR O&T?	YES	YES	YES	YES	YES	YES
STATUS PROJECTED	VIR	STA	STA	STA	STA	VIR
STATUS ACTUAL						
		Drill at alternate Armory	Drill at alternate Armory	Drill at alternate Armory	Drill at alternate Armory	

Home of Record Zip Code:	54229
Unit Zip Code:	53704
Fort McCoy Zip Code:	54656
Volk Field Zip Code:	54618

Expected Due Date:	1-Apr-23
Date of Birth:	
366 Days Postpartum, Date:	1-Apr-24

KEY			
TYPE	STATUS	CODE	UTA
Convalescent*	CON STA	A E, K	6
Paid, Excused	PEX	P	12
Unpaid, Excused*	UEX	A	4
Virtual (Day of)	VIR	P	
Approved STA	STA	E, K	
*Soldier may choose STA			



Questions

Available Resources

- Utilize your unit P3 Advisor!
- P3 State Inbox for Information Requests:
 - ng.wi.wiarng.mbx.state-p3-advisor-information-requests@army.mil
- P3 Page (G1 SharePoint):
 - [Parenthood, Pregnancy, and Postpartum \(P3\) \(sharepoint-mil.us\)](https://sharepoint-mil.us)
 - *Pregnancy Counseling Templates*
 - *Regulations and Policies*
- WIARNG Policy Memo 128 – Parenthood, Pregnancy, and Postpartum (P3)

