



DEPARTMENT OF THE AIR FORCE  
WASHINGTON DC

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OFFICE OF THE ASSISTANT SECRETARY

MEMORANDUM FOR AF/A1  
AF/RE  
NGB/CF  
AF/SG

FROM: SAF/MR

SUBJECT: Air Force Policy on Curtailing/Limiting Active Duty Operational Support Orders of Pregnant Members of the Air Force Reserve and Air National Guard

- References: (a) DoDI 1327.06, *Leave and Liberty Policy and Procedures*, 16 June 2009 (incorporating changes effective 19 May 2016)  
(b) AFI 36-2619, *Military Personnel Appropriation Manday Program*, 18 July 2014  
(c) AFI 36-2254, *Reserve Personnel Participation*, Vol 1, 26 May 2010  
(d) AFI 44-102, *Medical Care Management*, 17 Mar 2015  
(e) AFI 48-123 AFGM2016-1, *Medical Examinations and Standards*, 19 Sep 2016  
(f) AFI 10-203, *Duty Limiting Conditions*, 20 Nov 2014  
(g) AFRCI 41-104, *Pregnancy of Air Force Reserve Personnel*, 15 Apr 2013  
(h) ANGI 36-2001, *Management of Training and Operational Support within the Air National Guard*, 19 Oct 2009  
(i) AFI 41-210 AFGM2016-01, *TRICARE Operations and Patient Administration Functions*, 6 Jun 2012

Pursuant to the authority delegated me in HAFD 1-24, 15 December 2008, this memorandum directs changes to Air Force Policy requiring automatic curtailment of Active Duty Operational Support orders (Military Personnel Appropriations IAW AFI 36-2619 or Reserve Personnel Appropriations) of members of the Air Force Reserve and the Air National Guard at the 34<sup>th</sup> week of pregnancy as set forth in Attachment 1, effective immediately.

OPRs for the publications referenced above are directed to issue Guidance Memoranda or Interim changes, as appropriate, and revise these publications in accordance with Attachment 1 and AFI 33-360, *Publications and Forms Management*, within 90 days of the date of this memorandum.

This memo supersedes the previous memo dated 26 July 2012.

My points of contact for this matter are Col Pamela Powers, SAF/MR, (703) 614-4751, email: pamelap.powers.mil@mail.mil or SMSgt Christopher Parrott, SAF/MRM, (703) 614-4751, email: christopher.j.parrott2.mil@mail.mil.

A handwritten signature in black ink, appearing to read 'Gabriel O. Camarillo', with a large, stylized flourish at the end.

GABRIEL O. CAMARILLO  
Assistant Secretary  
(Manpower and Reserve Affairs)

Attachment:

Air Force Policy on Curtailing/Limiting Active Duty Operational Support Orders

## ATTACHMENT 1

### *Air Force Policy on Curtailing/Limiting Active Duty Operational Support (ADOS) Orders*

1. Department of Defense (DoD) Maternity Leave Policy: (Reference: (a)) Airmen, including eligible members of the Reserve Components (RCs), will be entitled to up to 12 weeks of non-chargeable Maternity Leave. Eligible members of the RC include members serving on a call or order(s) to active service for a continuous period of at least 12 months. Maternity Leave will be granted in all cases where eligible Service members apply for it. Unused maternity leave at the end of the requirement shall be forfeited.
  - a. An interruption of ADOS orders to participate or attend Inactive Duty Training/Unit Training Assembly (IDT/UTA) periods will constitute a break and negate the 12 month continuous period.
2. RC Members Not on 12-Month Continuous Orders: A member of the Air Force Reserve or Air National Guard (collectively, "ARC") determined to be pregnant shall ordinarily be permitted to continue serving as long as there is a valid requirement and the Airman's AF Form 469, *Duty Limiting Condition Report*, does not prohibit the Airman from performing the particular duty required under the ADOS orders.
  - a. If the member does not meet the 12-month DoD maternity leave threshold as required by Reference (a), the member may continue serving until the original order termination date, or the date of birth plus any accrued ordinary leave (see para 2.a.i), whichever is earlier. The unit will curtail the orders to that date. Orders will not be extended beyond the original termination date for leave purposes.
    - i. Members who do not qualify for the 12 weeks of convalescent leave under Reference (a) may use ordinary leave after the date of birth. Under these circumstances, units will curtail orders to the date of birth, plus any accrued leave the member wishes to use. If the member does not have any ordinary leave or they do not wish to use ordinary leave after the date of birth, the unit will curtail the orders to the date of birth. Orders will not be extended beyond the original termination date for leave purposes.
  - b. An ARC member's orders will not be extended solely for the purpose of pregnancy. At the member's request, however, ADOS tours may be extended past the 12-month pregnancy threshold, if there is a valid requirement, if funding is available, and with both permanent unit commander and supported unit commander approval.
  - c. Airmen determined to be pregnant while serving a tour can request curtailment of orders through the supported unit commander.

3. Duty Limitations: An ARC Airman must present a current AF Form 469 within 3 duty days to the supported commander to determine whether any specified duty limitations will prevent the member from performing the normal duty required under the call or order to active service.
  - a. If the supported commander determines that the duty limitations do not prevent performance of the expected tour, the member may be activated or continued on the ADOS tour.
  - b. If the supported commander determines that duty limitation interferes or is not consistent with the duties to be performed during the tour, at the member's request, the supported commander may seek other opportunities for which the Airman may be qualified to perform or may curtail the member's orders. The effective date of the curtailment is 45 days after receipt of the limitation notification.
4. Access to Care: For pregnant ARC members, activation of duty and/or continued duty is contingent upon the member's ability to maintain access to obstetric care. Provisions for obstetric care must be arranged within a reasonable travel distance of the duty location, as determined by a military medical provider. Supported commanders may curtail orders, notwithstanding whether the member is able to perform the duties of the orders, if obstetric care is not available, if medical personnel are not capable of managing early complications of pregnancy, or if the pregnancy is "high risk".
5. Medical Continuity for RC pregnant members:
  - a. Transition Assistance Medical Program (TAMP): Members on contingency orders may be eligible for TAMP under qualifying contingency operations (provides 180 days of TRICARE benefits after end of tour)
  - b. TRICARE Reserve Select: Established to provide continuity of service between orders
  - c. Secretarial Designee (SECDES) Status: An RC member coming off orders for more than 30 days and is pregnant, may apply for SECDES status at their nearest military hospital or clinic for care. If awarded, they would be able to get care at a military hospital or clinic as a Secretarial Designee, but not in the purchased care sector. Since all three Services support the SECDES program, the RC member could use other Service Military Treatment Facilities (MTFs) through reciprocity.