STATE OF MARYLAND
MILITARY DEPARTMENT
FIFTH REGIMENT ARMORY
BALTIMORE, MARYLAND 21201-2288

MDNG-AG-HRO (310-1q) 1 May 2001

HRO POLICY/GUIDANCE LETTER #36

SUBJECT: Maternity Care, Profiling, and Counseling of Pregnant Service Members

SEE DISTRIBUTION

1. REFERENCE:

a. AR 40-3, paragraphs 2-28 and 2-35.

b. AR 40-501, paragraph 7-9.

c. AR 635-100 (Officer) and AR 635-200 (Enlisted).

d. AR 630-5.

2. APPLICATION: This policy letter applies to any Army military member who becomes pregnant while on an Active Guard Reserve (AGR) tour.

3. PURPOSE: To establish policies and guidelines regarding the counseling, treatment, restrictions and duty performance of pregnant military members serving in the AGR Program.

4. COUNSELING: If an AGR military member is pregnant, she will be counseled by the Unit Commander or Military Supervisor using the Pregnancy Counseling Checklist (Reference C). The Commander or Supervisor will explain that the purpose of the counseling is

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This HRO Policy/Guidance Letter supersedes SPMO Policy/Guidance Letter #36 dated 1 July 1997, same subject

(3) No assignment to duties where nausea, easy fatigability, or sudden lightheadedness would be hazardous to the soldier, to include all flight duties.

(4) May work shifts.

c. At 28 weeks of pregnancy:

(1) Soldier must be provided 15-minute rest period every 2 hours.

(2) Workweek should not exceed 40 hours, however it does not preclude assignment as Charge of Quarters (CQ) and other like duties performed in a unit, to include normal housekeeping duties (CQ is part of the 40-hour workweek).

7. PERFORMANCE OF DUTY: A pregnant military member who is experiencing a normal pregnancy may continue to perform military duty until delivery, unless otherwise determined by her attending physician.

8. CONVALESCENT LEAVE: Convalescent leave after childbirth will be 42 days (6 weeks). Only the hospital commander can approve convalescent leave in excess of 42 days after childbirth.

FOR THE ADJUTANT GENERAL:

Encl

ANNETTE M. DEENER
COL, GS, MDARNG
Human Resource Officer

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All Full-Time Support Managers/
Supervisors (Army Only)