



Docket No. 8891-25
Ref: Signature Date

From: Chairman, Board for Correction of Naval Records
To: Secretary of the Navy

Subj: REVIEW OF NAVAL RECORD ICO
XXX XX [REDACTED] USMCR

Ref: (a) Title 10 U.S.C. § 1552
(b) MARADMIN 051/23, 27 Jan 23

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by HQMC memo 1050 MPO, 24 Sep 25
(3) Subject's naval record

1. Pursuant to the provisions of reference (a), Subject, hereinafter referred to as Petitioner, filed enclosure (1) with the Board for Correction of Naval Records (Board), requesting that his naval record be corrected to show Petitioner took parental leave vice annual leave from 25 October 2024 through 3 January 2025.

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 12 May 2026 and pursuant to its regulations, determined that the corrective action indicated below should be taken on the available evidence of record. Documentary material considered by the Board consisted of the enclosures, relevant portions of Petitioner's naval record, and applicable statutes, regulations, and policies.

3. Before applying to this Board, Petitioner exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice finds as follows:

a. On 29 October 2020, Petitioner enlisted in the United States Marine Corps Reserve with an End of Obligated Service of 28 October 2028.

b. On 7 November 2022, Petitioner married to [REDACTED].

c. In accordance with reference (b), announced the expansion of the Military Parental Leave Program as directed by Office of the Secretary of [War] and Department of the Navy in references (a) and (b) (within the MARADMIN) and provides implementing guidance until these changes are incorporated into references (c) and (d) (within the MARADMIN).

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“Effective immediately, commanders with leave approving authority shall grant parental leave in accordance with the parameters of this MARADMIN.

Parental Leave for Qualifying Birth. Marines are authorized parental leave for the birth of their child and to care for the child. (1) For the birth parent, 12 weeks (84 days) of parental leave during the 1-year period beginning on the date of birth of the child is authorized following a period of convalescence from childbirth...

Commanders may consider a Marine's self-certification of a qualifying event to approve a request for parental leave. However, in the cases of birth or adoption, a Marine must add their dependent child in the Marine Corps Total Force System (MCTFS) within 30 days. If the Marine fails to add their dependent in MCTFS, parental leave executed will be converted and charged as annual leave to the Marine's annual leave account. The Marine should also add their dependent child in DEERS within 30 days...

Parental leave used in more than one increment must be in periods of at least 7 days for a maximum of 12 increments.”

d. On 23 October 2024, Petitioner's dependent child [REDACTED] was born.

e. Petitioner's Leave and Earnings Statement (LES) for the period of 1 to 31 October 2024 listed the following: Leave – Brought Forward 48.5, Earned 2.5, Used 43.0, Balance 8.0, Excess 0.0, Max ACR 5.5. Furthermore, the following leave periods were listed: 20241020 to 0000 00000000 for 5.0 days Annual Leave. 20241006 to 2359 20241019 for 14.0 days Annual Leave. 20241001 to 2359 20241004 for 4.0 days Annual Leave. 20240906 to 2359 20240930 for 25.0 days Annual Leave. 20240808 to 2359 20240821 for 14.0 days Annual Leave. 20240509 to 2359 20240512 for 4.0 days Annual Leave. 20240318 to 2359 20240324 for 7.0 days Annual Leave.

f. Petitioner's LES for the period of 1 to 30 November 2024 listed the following: Leave – Brought Forward 8.0, Earned 2.0, Used 19.0, Balance -3.0, Excess 6.0, Max ACR 3.0. Furthermore, the following leave periods were listed: Master Record Shows Currently on Leave that Started on 20241110. 20241103 to 2359 20241108 for 6.0 Days Excess Leave. 20241101 to 20241102 for 2.0 Days Parental Leave (Chargeable). 20241026 to 20241031 for 6.0 Days Parental Leave (Chargeable). 20241020 to 20241024 for 5.0 Days Annual Leave. Excess Leave from 20241103 to 2359 20241108.

g. Petitioner's LES for the period of 1 to 31 December 2024 listed the following: Leave – Brought Forward -3.0, Earned 2.5, Used 0.0, Balance -0.5, Excess 0.0, Max ACR 0.5. Furthermore, the following leave periods were listed: Master Record Shows Currently on Leave that Started on 20241110.

h. Petitioner was released from active duty with an Honorable character of service and was issued a Certificate of Release or Discharge from Active Duty (DD Form 214) for the period of 4 January 2021 to 3 January 2025 upon completion of required active service.

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i. Petitioner's LES for the period of 1 to 31 January 2025 listed the following: Leave – Brought Forward -0.5, Earned 0.0, Used 54.0, Balance 0.0, Excess 59.0, Max ACR 0.0. Furthermore, the following leave periods were listed: 20250101 to 20250102 for 2.0 days Excess Leave. 20241201 to 20241231 for 31.0 days Excess Leave. 20241110 to 20241130 for 21.0 days Excess Leave. 20241107 to 20241108 for 2.0 days Excess Leave. 20241103 to 20241108 for 6.0 days CR Excess Leave. 20241105 to 20241106 for 1.5 days Excess Leave. 20241103 to 20241105 for 2.5 days Excess Leave. 20241102 to 20241102 for 0.5 days Excess Leave. 20241101 to 20241102 for 1.5 days Annual Leave. 20241026 to 20241031 for 6.0 days Parental Leave (Chargeable). 20241001 to 20241004 for 4.0 days Excess Leave. 20241001 to 20241004 for 4.0 days CR Annual Leave. 20240930 to 20240930 for 0.5 days Excess Leave. 20240906 to 20240930 for 25.0 days CR Annual Leave. 20240906 to 20240930 for 24.5 days Annual Leave. Finally, Petitioner carried forward \$-6,939.95.

j. In correspondence attached as enclosure (2), the office having cognizance over the subject matter addressed in Petitioner's application has commented to the effect that the request has merit and warrants favorable action.

CONCLUSION

Upon review and consideration of all the evidence of record, and especially in light of the contents of enclosure (2), the Board finds the existence of an injustice warranting the following corrective action. The Board agreed Petitioner met the eligibility for parental leave detailed in reference (b), however he failed to submit supporting documentation to his local administrative section prior to proceeding on parental leave, which prevented timely enrollment of his child in MCTFS. This caused the parental leave to be converted to annual leave, and this caused a debt. The Board determined that under this circumstance, relief is warranted.

RECOMMENDATION

That Petitioner's naval record be corrected, where appropriate, to show that:

Petitioner provided the child's birth certificate to his local Installation Personnel Administration Center and was entered into MCTFS effective 23 October 2024.

Petitioner was charged up to 84 days Parental Leave for leave taken between 23 October 2024 and 3 January 2025, if the leave was taken either all at once or in increments of at least 7 days.

Note: The Defense Finance and Accounting Service will complete an audit of Petitioner's pay record to determine amounts due, if any.

A copy of this report of proceedings will be filed in Petitioner's naval record.

4. It is certified that a quorum was present at the Board's review and deliberations, and that the foregoing is a true and complete record of the Board's proceedings in the above titled matter.

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5. Pursuant to the delegation of authority set out in Section 6(e) of the revised Procedures of the Board for Correction of Naval Records (32 Code of Federal Regulations, Section 723.6(e)), and having assured compliance with its provisions, it is hereby announced that the foregoing corrective action, taken under the authority of the reference, has been approved by the Board on behalf of the Secretary of the Navy.

5/18/2026

