August 4, 2021

The Honorable Jack Reed
Chair, Armed Services Committee
United States Senate
Washington, DC 20510

The Honorable James Inhofe
Ranking Member, Armed Services Committee
United States Senate
Washington, DC 20510

The Honorable Adam Smith
Chair, Armed Services Committee
U.S. House of Representatives
Washington, DC 20515

The Honorable Mike Rogers
Ranking Member, Armed Services Committee
U.S. House of Representatives
Washington, DC 20515

Dear Chairmen Reed and Smith and Ranking Members Inhofe and Rogers:

The Military Coalition (TMC), a consortium of organizations representing 5.5 million service members, veterans, their families, and survivors, urges you to support H.R. 3047, the *Military Moms Matter Act* and H.R. 3122/S. 1571, the *Servicemember Parental Leave Equity Act*.

Support for military families is critical to retaining talent across our uniformed services. Female servicemembers are departing at an alarming rate, and modern talent management initiatives that foster a military family climate are required to retain these highly trained leaders. H.R. 3047 and H.R.3122/S. 1571 provide servicemembers and spouses with enhanced opportunities to welcome children into their families through birth, adoption, or foster placement.

The *Military Moms Matter Act* contributes to a more inclusive force and demonstrates a service-level commitment to valuing the contributions of female servicemembers, by providing increased leave for primary and secondary caregivers and ensuring the medical needs of new moms who serve are met. The *Servicemember Parental Leave Equity Act* brings parental leave offered to servicemembers in line with federal benefits and those options provided by many private, large employers.

Both pieces of legislation increase flexibility and support to military families who choose to become parents and enhance physical, mental, and psychological health and well-being during a stressful period. Providing parity in benefits with the civilian federal workforce is critical for military recruitment, readiness, and retention.

Currently, the Navy and Marine Corps offer just two weeks of leave for secondary caregivers, which does not provide flexibility in the event of a medical complication. The *Servicemember Parental Leave Equity Act* authorizes additional leave options in case of miscarriage, stillbirth, or infant death. Moreover, these proposed bills modernize the military's parental leave policies,

improving the health of parents and their children, and would create a healthier, more welcoming environment for parents and support retention of our valuable female servicemembers.

We thank you for your continued support of our uniformed services, and hope you agree that the men and women in our nation's uniformed services must be afforded the same benefits provided to federal and civilian employees.

Sincerely,

Jack Du Teil

Jack Du Teil
President,
The Military Coalition

American Veterans (AMVETS)
Army Aviation Association of America (AAAA)
Association of Military Surgeons of the United States (AMSUS)
Chief Warrant Officers Association of the US Coast Guard (CWOA)
Commissioned Officers Association of the U.S. Public Health Service, Inc. (COAUSPHS)
Enlisted Association of the National Guard of the United States (EANGUS)
Fleet Reserve Association (FRA)
Gold Star Wives of America (GSW)
Iraq Afghanistan Veterans Association (IAVA)
Jewish War Veterans of the United States of America (JWV)
Marine Corps League (MCL)
Marine Corps Reserve Association (MCRA)
Military Chaplains Association of the United States of America (MCA)
Military Officers Association of America (MOAA)
Military Order of the Purple Heart (MOPH)
National Military Family Association (NMFA)
Naval Enlisted Reserve Association (NERA)
Non Commissioned Officers Association (NCOA)
Service Women's Action Network (SWAN)
Tragedy Assistance Program for Survivors (TAPS)
United States Army Warrant Officers Association (USAWOA)
USCG Chief Petty Officers Association (USCGCPOA)
Veterans of Foreign Wars (VFW)
Vets First, United Spinal Program