

## Military Caregiver Leave for California Associates

### INCOME REPLACEMENT

### Military Caregiver Leave

#### Sick Pay, FTO, PTO and Vacation Time Income Replacement

- If you are the spouse, parent, son, daughter, or next-of-kin of a covered servicemember and are an eligible employee, you may be entitled to military caregiver leave.
- Use available sick pay first, then available FTO, PTO or vacation to top off your weekly pay to no more than 100% of your full wages.

### WEEKS



### JOB PROTECTION

### FMLA

Family Medical Leave Act

### CFRA

California Family Rights Act

Eligibility requirements may apply to the policies represented here and individual leaves may vary. A Centralized Leave Team (CLT) Administrator can help with navigating any variations.

[See reverse side](#)

# Military Caregiver Leave for California Associates

An eligible associate using military caregiver leave may be entitled to a combined total of twenty-six (26) workweeks of leave for any FMLA-qualifying reason during the single twelve (12) month period.

The first 12 weeks of military caregiver leave may run concurrently with CFRA if the family member is a covered family member under CFRA.

While you are on an approved leave, you may replace your income with paid time off by using available sick pay first, then available FTO, PTO or vacation to top off your weekly pay to no more than 100% of your full wages.

Military caregiver leave can be taken all at once or can be split over a 12-month period.

## ELIGIBILITY FOR INCOME REPLACEMENT

### Military Caregiver Leave

#### Sick Pay, FTO, PTO and Vacation Time Income Replacement

To qualify for military caregiver benefits, you must:

- Take time off from work to care for a seriously ill or injured family member whose condition was caused in the line of duty under active duty.
- Be eligible. You may be eligible for income replacement through sick pay, FTO, PTO and vacation time. You can replace your income to no more than 100% of your full wages.

## ELIGIBILITY FOR JOB PROTECTION

### FMLA

#### Family Medical Leave Act

- To be eligible for job protection, you must have worked for Albertsons Companies for at least 12 months and for at least 1,250 hours in the 12 months before your leave begins. FMLA runs concurrent with CFRA.

### CFRA

#### California Family Rights Act

- To be eligible for job protection, you must have worked for Albertsons Companies for at least 12 months and for at least 1,250 hours in the 12 months before your leave begins. CFRA runs concurrent with FMLA.

## MORE INFORMATION

Visit the leave of absence portal on [myACI-benefits.com](https://myaci-benefits.com) for information on:

- Leaves of absence available to associates.
- How to apply for a leave of absence in myACI.