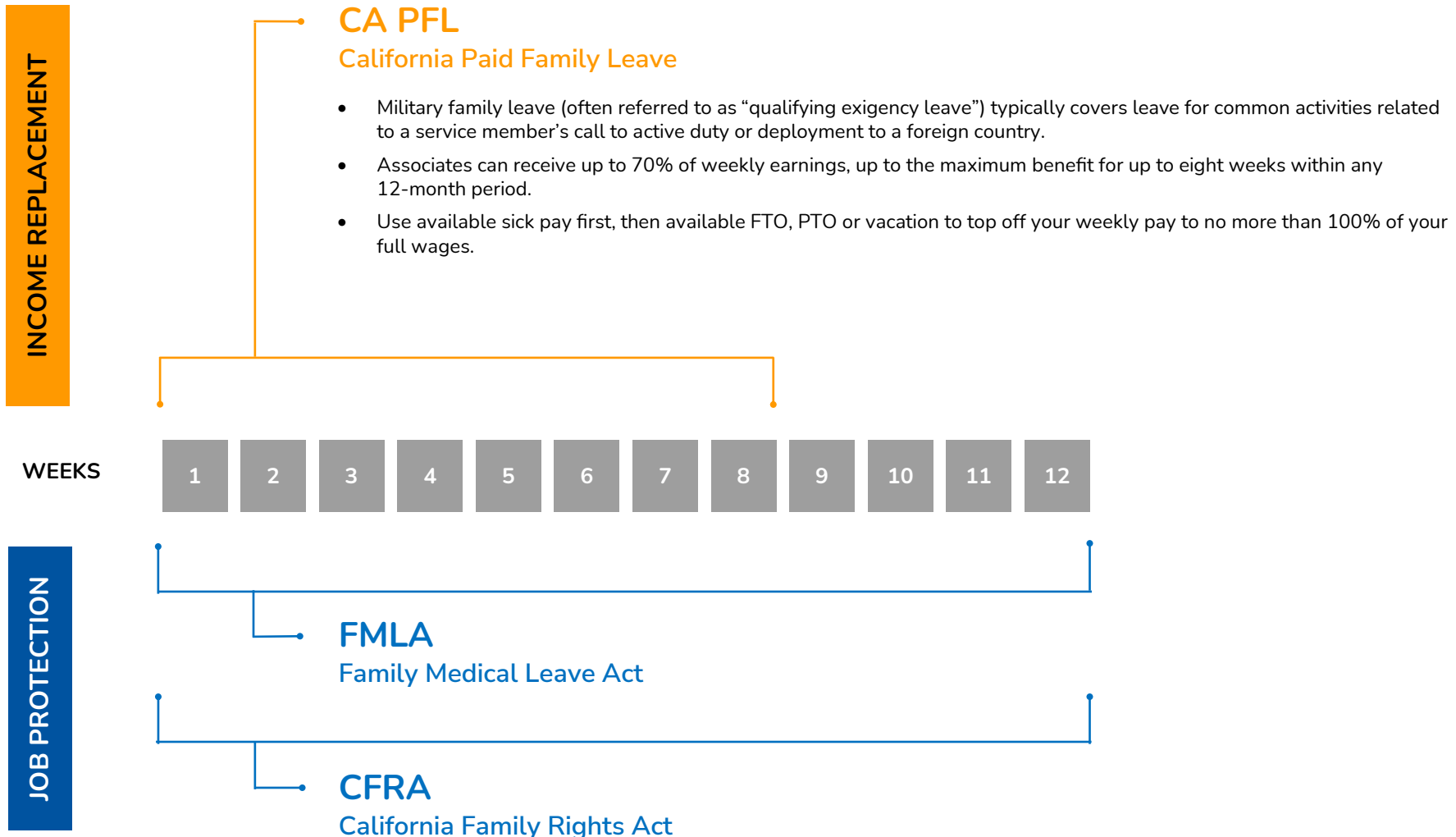


## Military Exigency Leave for California Associates



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 Exigency Leave for California Associates

An eligible associate can take up to twelve (12) weeks of military exigency leave under FMLA for any qualifying reason during a single twelve (12) month period.

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

While you are on an approved leave, your income may be replaced by CA PFL for up to 8 weeks. Benefits are up to 70% of weekly earnings, up to a maximum of \$1,681.00.

Leave can be taken anytime within a single twelve (12) month period.

## ELIGIBILITY FOR INCOME REPLACEMENT

### CA PFL

#### California Paid Family Leave

To qualify for CA PFL benefits, you must:

- Take time off from work to participate in a qualifying military event.<sup>1</sup>
- Have earned at least \$300 in the base period. The base period covers the 12 months — divided into four consecutive quarters — before the CA PFL claim's start date. The base period includes wages subject to CA SDI tax that were paid about 5 to 18 months before the claim began.
- Have contributed to the CA SDI program through payroll deductions during your base period.
- Complete and submit your claim form no earlier than the first day your family leave begins, but no later than 41 days after your family leave begins or you may lose benefits.
- Have not taken the maximum 8 weeks of CA PFL in the past 12 months.

<sup>1</sup> To be eligible for CA PFL benefit payments, you must need time off work to participate in a qualifying event because of a family member's military deployment to a foreign country. A family member is a spouse, registered domestic partner, parent or child.

## 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.
- How to apply for military exigency leave benefits through CA PFL.
- Contact information for CA PFL.