

## Care of a Family Member Leave for Washington Associates

INCOME REPLACEMENT

### WA PFML

#### Washington Paid Family and Medical Leave

- WA PFML provides benefit payments to eligible associates who need take time off work to care for a family member with a serious health condition.
- WA PFML allows eligible associates to take up to 12 weeks of paid leave per year to care for a family member with a serious health condition.
- WA PFML pays associates up to 90% of 50% of your average weekly wage to a maximum of \$1,647.
- 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

### WA PFML

#### Washington Paid Family and Medical Leave

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](#)

# Care of a Family Member Leave for Washington Associates

An eligible associate can take up to twelve (12) weeks off from work to care for a seriously ill family member.

You may be eligible for job protection for up to 12 weeks under FMLA and WA PFML. This means your original position or an equivalent one will be made available when you return provided your leave does not exceed the permissible amount.

While you are on an approved leave, your income may be replaced by WA PFML pays associates up to 90% of 50% of your average weekly wage to a maximum of \$1,647.

## ELIGIBILITY FOR INCOME REPLACEMENT

### WA PFML

#### Washington Paid Family and Medical Leave

To qualify for WA PFML benefits, you must:

- Take time off from work to care for a seriously ill family member.
- Be eligible. You are eligible for WA PFML if you have worked at least 820 hours in employment in Washington during the first 4 of the last 5 completed quarters or the 4 most recently completed quarters. You do not need to work a minimum number of days at Albertsons Companies to be eligible to receive benefits.

## 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 WA PFML.

### WA PFML

#### Washington Paid Family and Medical Leave

- To be eligible for job protection under WA PFML, you must be employed by Albertsons Companies for at least one year and have worked at least 1,250 hours in the year immediately preceding leave. WA PFML 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 care of family member leave benefits through WA PFML.
- Contact information for WA PFML.