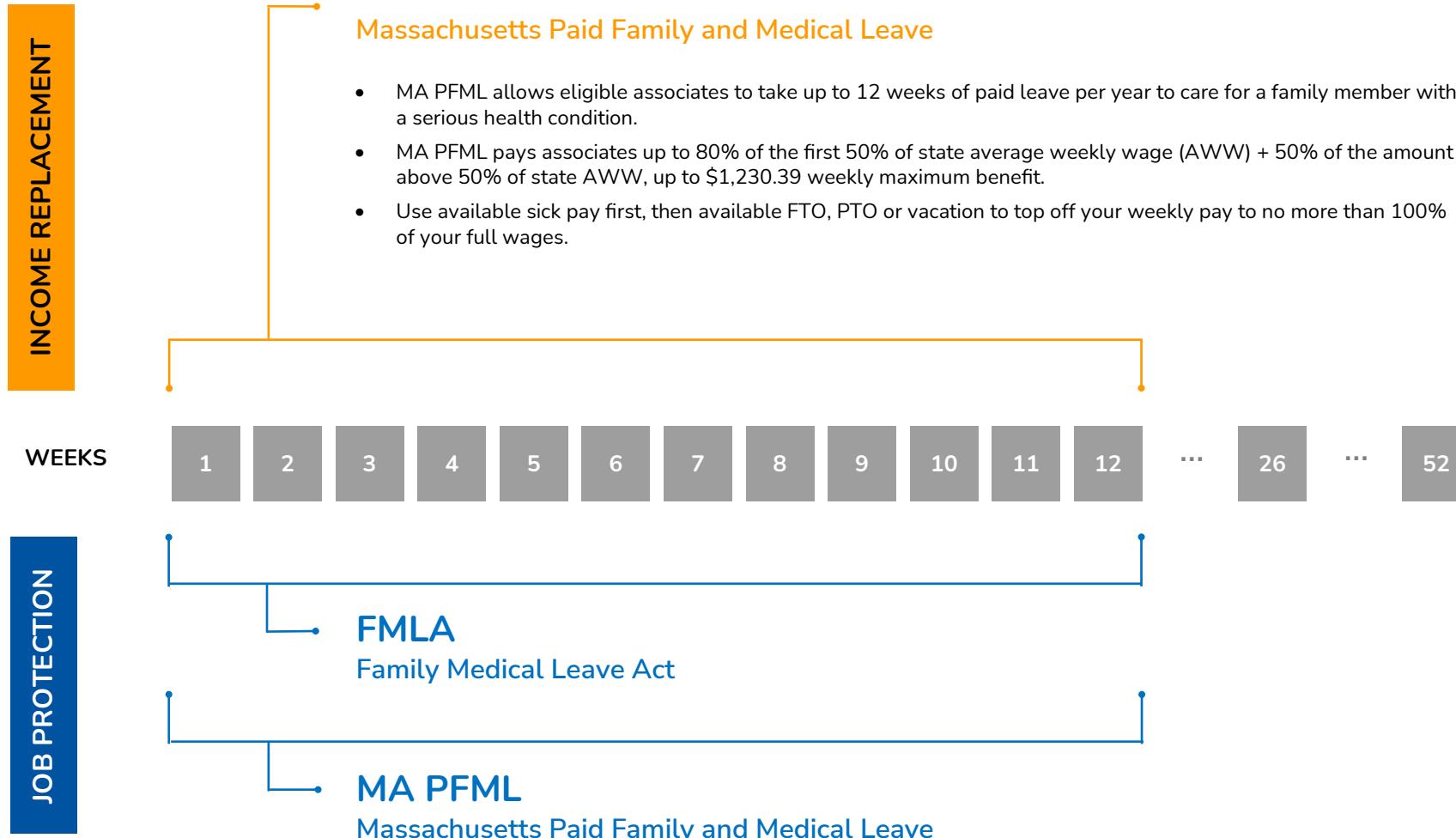


Care of a Family Member Leave for Massachusetts Associates



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

Care of a Family Member Leave for Massachusetts 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 MA PFML. This means you are protected against changes in pay, losing your benefits and retaliation.

While you are on an approved leave, your income may be replaced by MA PFML for up to 12 weeks. MA PFML pays up to 80% of the first 50% of state average weekly wage (AWW) + 50% of the amount above 50% of state AWW, up to \$1,230.39 weekly maximum benefit.

ELIGIBILITY FOR INCOME REPLACEMENT

MA PFML

Massachusetts Paid Family and Medical Leave

To qualify for MA PFML benefits, you must:

- Take time off from work to care for a seriously ill family member.
- Be eligible. You become eligible for MA PFML after earning \$6,300 in wages for work performed in Massachusetts during the previous 4 calendar quarters. In addition, you must have earned at least 30 times the benefit amount you are eligible to receive.

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 MA PFML.

MA PFML

Massachusetts Paid Family and Medical Leave

- To be eligible for job protection, you must have earned \$6,300 in wages for work performed in Massachusetts during the previous 4 calendar quarters. In addition, you must have earned at least 30 times the benefit amount you are eligible to receive. MA PFML runs concurrent with FMLA.

MORE INFORMATION

Visit the leave of absence portal on 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 MA PFML.
- Contact information for MA PFML.