

## Care of Family Member Leave for New Jersey Associates

INCOME REPLACEMENT

### Care of a Family Member Leave

#### New Jersey Family Leave Insurance (NJ FLI)

- NJ FLI provides benefit payments to eligible associates who need take time off work to care for a family member with a serious health condition.
- NJ FLI 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.
- NJ FLI pays associates up to 85% of your weekly wage to a maximum of \$1,199.
- 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

#### NJ FLA

New Jersey Family Leave 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](#)

# Care of Family Member Leave for New Jersey Associates

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

Under FMLA and NJ FLA you may be eligible for job protection for up to 12 weeks in a 24-month period.

While you are on an approved leave, your income may be replaced by NJ FLI for up to 12 weeks. NJ FLI pays up to 85% of your weekly wage up to a maximum of \$1,199.

## ELIGIBILITY FOR INCOME REPLACEMENT

### NJ FLI

#### New Jersey Family Leave Insurance

To qualify for NJ FLI benefits, you must:

- Have taken time off from work to care for a seriously ill family member.
- Be eligible. To qualify for NJ TDI, you must have worked 20 weeks earning at least \$310 weekly, or have earned a combined total of \$15,500 in those four quarters (the base year). Your regular base year period consists of 52 weeks and is determined by the date you file a claim for Temporary Disability Insurance 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 NJ FLA.

### NJ FLA

#### New Jersey Family Leave Act

- To be eligible for job protection under NJ FLA, you must be employed by Albertsons Companies for at least 12 months and have worked at least 1,000 hours. NJ FLA 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 benefits to care for a seriously ill family member through NJ FLI.
- Contact information for NJ FLI.