

Military Caregiver Leave for Colorado Associates

INCOME REPLACEMENT

Military Caregiver Leave

Colorado Family and Medical Leave Insurance (CO FAMLI)

- If you are the spouse, parent, son, daughter, or next-of-kin of a covered servicemember and are an eligible associate, you may be entitled to military caregiver leave.
- CO FAMLI allows eligible associates to take up to 12 weeks of paid leave per year to make arrangements for a family member's military deployment.
- CO FAMLI pays associates up to 90% of weekly pay with lower earners receiving a higher percentage. Benefits are capped at \$1,381.45 per week.
- 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

CO FAMLI

Colorado Family and Medical Leave Insurance

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 Colorado 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 12 weeks of military caregiver leave may run concurrently with CO FAMLI if the family member is a covered family member under CO FAMLI.

While you are on an approved leave, your income may be replaced by CO FAMLI for up to 12 weeks. CO FAMLI pays associates up to 90% of weekly pay with lower earners receiving a higher percentage. Benefits are capped at \$1,381.45 per week.

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

ELIGIBILITY FOR INCOME REPLACEMENT

CO FAMLI

Colorado Family and Medical Leave Insurance

To qualify for CO FAMLI income replacement benefits, you must:

- Take time off from work to care for a seriously ill service member.¹
- Be eligible. You become eligible for CO FAMLI income replacement benefits after earning \$2,500 in wages for work performed in Colorado during the previous five quarters. You do not need to work a minimum number of days at Albertsons Companies to be eligible for income replacement 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 CO FAMLI.

CO FAMLI

Colorado Family and Medical Leave Insurance

- To be eligible for job protection, you must have worked for Albertsons Companies for more than 180 days. You can take CO FAMLI leave before 180 days. You may still be eligible for and take CO FAMLI leave before the 180 days of employment, however your job is not protected during your leave. This leave 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 military caregiver leave benefits through CO FAMLI.
- Contact information for CO FAMLI.

¹ As a military caregiver, you may be eligible for CO FAMLI if you are the spouse, registered domestic partner, child (including biological, adopted, foster, stepchild, your domestic partner's child, legal ward, or child for whom you are standing in loco parentis.), parent (biological, adopted, foster, stepparent, legal guardian or person standing in loco parentis of you when you were a child), parent-in-law, grandparent, grandchild or sibling.