

## Military Caregiver Leave for Connecticut Associates

INCOME REPLACEMENT

### Military Caregiver Leave

#### Connecticut Paid Family Medical Leave (CT PFML)

- 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.
- CT PFML allows eligible associates to take up to 12 weeks of paid leave per year to care for a covered service member who incurred a serious injury or illness on active duty in the Armed Forces.
- CT PFML pays associates up to 95% of weekly pay, up to \$1,016.40 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

### CT FMLA

#### Connecticut Family Medical 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

# Military Caregiver Leave for Connecticut Associates

An eligible associate using military caregiver leave may be entitled to a combined total of twenty-six (26) workweeks of FMLA leave to care for a seriously ill or injured service member.

The 26 weeks of FMLA military caregiver leave may run concurrently with CT FMLA if the family member is a covered family member under CT FMLA.

While you are on an approved leave, your income may be replaced by CT PFML for up to 12 weeks. CT PFML pays associates up to 95% of weekly pay, up to \$1,016.40 per week.

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

## ELIGIBILITY FOR INCOME REPLACEMENT

### CT PFML

#### Connecticut Paid Family and Medical Leave

To qualify for CT PFML benefits, you must:

- Take time off from work to care for a seriously ill or injured service member.<sup>1</sup>
- Be eligible. You become eligible for CT PFML if you have earned wages of at least \$2,325 in the highest-earning quarter of the first four of the five most recently completed quarters (the "base period")

## 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 CT FMLA.

### CT FMLA

#### Connecticut Family Medical Leave Act

- To be eligible for job protection, you must have 3 months of employment with Albertsons Companies. There is no hours requirement. CT FMLA runs concurrent with FMLA.

## MORE INFORMATION

Visit the leave of absence portal on [myACI-benefits.com](http://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 service member leave benefits through CT PFML.
- Contact information for CT PFML.

<sup>1</sup> As a military caregiver, you may be eligible for CT PFML 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.