

Military Caregiver Leave for Massachusetts Associates

INCOME REPLACEMENT

MA PFML

Massachusetts Paid Family and Medical Leave

- 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.
- MA PFML allows eligible associates to take up to 26 weeks of paid leave per year to care for a family member who was injured serving in the armed forces on active duty.
- MA PFML pays associates 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.
- 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

MA PFML

Massachusetts 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

Military Caregiver Leave for Massachusetts 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 26 weeks of military caregiver leave may run concurrently with MA PFML if the family member is a covered family member under MA PFML.

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.

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

ELIGIBILITY FOR INCOME REPLACEMENT

MA PFML

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To qualify for MA PFML benefits, you must:

- Take time off from work to care for a family member who was injured serving in the armed forces on active duty.¹
- 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

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- 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 service member leave benefits through MA PFML.
- Contact information for MA PFML.

¹ As a military caregiver, you may be eligible for MA 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.