

## Military Exigency Leave for Colorado Associates

INCOME REPLACEMENT

### CO FAMLI

#### Colorado Family and Medical Insurance (CO FAMLI)

- Military family leave (often referred to as “qualifying exigency leave”) typically covers leave for common activities related to a service member’s call to active duty or deployment to a foreign country.
- 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 Exigency Leave for Colorado Associates

An eligible associate may be entitled to up to twelve (12) weeks of military exigency leave for any qualifying reason during a single twelve (12) month period.

The 12 weeks of military exigency 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 exigency 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 benefits, you must:

- Take time off from work to participate in a qualifying military event.<sup>1</sup>
- 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](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 military exigency leave benefits through CO FAMLI.
- Contact information for CO FAMLI.

<sup>1</sup> To be eligible for CO FAMLI benefit payments, you must need time off work to participate in a qualifying event because of a family member's military deployment to a foreign country. A family member is a spouse, registered domestic partner, parent or child.