

## Military Exigency Leave for Connecticut Associates

INCOME REPLACEMENT

### CT PFML

#### Connecticut Paid Family Medical Leave

- 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.
- CT PFML allows eligible associates to take up to 12 weeks of paid leave per year to make arrangements for a family member’s military deployment.
- 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 Exigency Leave for Connecticut 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 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 exigency 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 participate in a qualifying military event.<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").

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<sup>1</sup> To be eligible for CT PFML 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.

## 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](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 care of service member leave benefits through CT PFML.
- Contact information for CT PFML.