

Military Exigency Leave for Massachusetts Associates

INCOME REPLACEMENT

MA PFML

Massachusetts Paid Family and 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.
- MA 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.
- 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 Exigency Leave for Massachusetts Associates

An eligible associate may be entitled to up to twelve (12) weeks of FMLA 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 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 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.

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

ELIGIBILITY FOR INCOME REPLACEMENT

MA PFML

Massachusetts Paid Family and Medical Leave

To qualify for MA PFML benefits, you must:

- Take time off from work to participate in a qualifying military event.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

Massachusetts Paid Family and Medical Leave

- 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 military exigency leave benefits through MA PFML
- Contact information for MA PFML

¹ To be eligible for MA 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.