

Military Exigency Leave for Washington Associates

INCOME REPLACEMENT

WA PFML

Washington 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.
- WA PFML pays associates up to 90% of your average weekly wage to a maximum of \$1,647.
- 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

WA PFML

Washington 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 Washington Associates

An eligible associate can take up to twelve (12) weeks off from work to care for a seriously ill family member. If your family member is a service member injured on active duty, WA PFML may also apply.

The 12 weeks of military exigency leave may run concurrently with WA PFML if the family member is a covered family member under WA PFML.

While you are on an approved leave, your income may be replaced by WA PFML pays associates up to 90% of your average weekly wage to a maximum of \$1,647.

Leave can be taken anytime within a single twelve (12) month period.

ELIGIBILITY FOR INCOME REPLACEMENT

WA PFML

Washington Paid Family and Medical Leave

To qualify for WA PFML benefits, you must:

- Take time off from work to participate in a qualifying military event.¹
- Be eligible. You are eligible for WA PFML if you have worked at least 820 hours in employment in Washington during the first 4 of the last 5 completed quarters or the 4 most recently completed quarters. You do not need to work a minimum number of days at Albertsons Companies to be eligible to receive 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 WA PFML

WA PFML

Washington Paid Family and Medical Leave

- To be eligible for job protection under WA PFML, you must be employed by Albertsons Companies for at least one year and have worked at least 1,250 hours in the year immediately preceding leave. WA 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 WA PFML.
- Contact information for WA PFML.

¹To be eligible for WA 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.