

# Care of a Family Member Leave for Delaware Associates

INCOME REPLACEMENT

## DE PFML

### Delaware Paid Family and Medical Leave

- DE PFML allows eligible associates to take up to 6 weeks of paid leave per year to care for a family member with a serious health condition.
- DE PFML pays associates up to 80% of weekly pay for up to 6 weeks per 24-month period. Associates are limited to a maximum of 12 total weeks per year for all combined leaves. Benefit maximum is \$900 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

## DE PFML

Delaware 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](#)

# Care of a Family Member Leave for Delaware Associates

An eligible associate can take time off from work to care for a seriously ill family member.

You may be eligible for job protection for up to 12 weeks under FMLA and 6 weeks under DE PFML. This means your original position or an equivalent one will be made available when you return provided your leave does not exceed the permissible amount.

While you are on an approved leave, your income may be replaced by DE PFML which pays associates up to 80% of weekly pay for up to 6 weeks per 24-month period. Associates are limited to a maximum of 12 total weeks per year for all combined leaves. Benefit maximum is \$900 per week.

## ELIGIBILITY FOR INCOME REPLACEMENT

### DE PFML

#### Delaware Paid Family and Medical Leave

To qualify for DE PFML benefits, you must:

- Take time off from work to care for a seriously ill family member.
- Be eligible. You are eligible for DE PFML if you have worked for Albertsons Companies for at least 12 months and for at least 1,250 hours in the past year.

## 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 DE PFML.

### DE PFML

#### Delaware Paid Family and Medical Leave

- 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 past year. DE PFML 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 family member leave benefits through DE PFML.
- Contact information for DE PFML