

Military Caregiver Leave for Minnesota Associates

INCOME REPLACEMENT

MN PFML

Minnesota Paid Family and Medical Leave

- If you are the spouse, parent, son, daughter, or next-of-kin of a covered servicemember and are an eligible associate, you may be entitled to military caregiver leave.
- MN PFML allows eligible associates to take up to 12 weeks of paid leave per year to care for a covered service member who incurred a serious injury or illness on active duty in the Armed Forces.
- MN PFML pays associates 90% of wages up to 50% of the State Average Weekly Wage (SAWW), 60% for wages above that up to the SAWW, and 55% for wages above the SAWW, capped at the SAWW itself, which is currently around \$1,423 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

MN PFML
Minnesota 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 Caregiver Leave for Minnesota Associates

An eligible associate using may be entitled to up to 12 weeks per year of military caregiver leave to care for a covered service member who incurred a serious injury or illness on active duty in the Armed Forces.

Military caregiver leave can be taken all at once or can be split over a one-year period.

While you are on an approved leave, your income may be replaced by MN PFML which pays associates 90% of wages up to 50% of the State Average Weekly Wage (SAWW), 60% for wages above that up to the SAWW, and 55% for wages above the SAWW, capped at the SAWW itself, which is currently around \$1,423 per week. Associates are limited to a maximum of 20 total weeks per year for all combined leaves.

ELIGIBILITY FOR INCOME REPLACEMENT

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To qualify for military caregiver leave under MN PFML, you must:

- Take time off from work to care for a seriously ill or injured service member.¹
- Be eligible. You must have earned at least \$3,900 (5.3% of the state's annual average wage) in Minnesota during the 12 months prior to your leave. This total can be reached by combining earnings from multiple jobs.

¹ As a military caregiver, you may be eligible for MN PFML if you are the spouse, registered domestic partner, child (including biological, adopted, foster, stepchild, your domestic partner's child, legal ward, or child for whom you are standing in loco parentis.), parent (biological, adopted, foster, stepparent, legal guardian or person standing in loco parentis of you when you were a child), parent-in-law, grandparent, grandchild or sibling.

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 MN PFML.

MN PFML

Minnesota Paid Family and Medical Leave

- MN PFML offers job protection once you worked for Albertsons for at least 90 calendar days prior to the start of your leave. MN 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 under MN PFML.
- Contact information for MN PFML.