

Military Exigency 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 24 months for military family leave (often referred to as "qualifying exigency leave").
- DE PFML pays eligible associates up to 80% of your average weekly wage up to a maximum of \$900 for up to 6 weeks per 24-month period.
- 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

Military Exigency Leave for Delaware Associates

An eligible associate using may be entitled to up to 6 weeks of military exigency leave for any qualifying reason during a 24-month period.

Military exigency leave can be taken all at once or can be split over a 24-month period.

While you are on an approved leave, your income may be replaced by DE PFML for up to 6 weeks. DE PFML pays associates up to 80% of your average weekly wage up to a maximum of \$900.

ELIGIBILITY FOR INCOME REPLACEMENT

DE PFML

Delaware Paid Family and Medical Leave

To qualify for military exigency leave under DE PFML, you must:

- Take time off from work participate in a qualifying military event.¹
- Be eligible. 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.

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 12 months before your leave begins. DE 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 DE PFML.

¹ 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.