

# Military Exigency Leave for New York Associates

INCOME REPLACEMENT

## NY PFL

### New York Paid Family Leave

- NY PFL allows eligible associates to take up to 12 weeks of paid leave per year for military family leave (often referred to as "qualifying exigency leave").
- NY PFL pays eligible associates up to 67% of your average weekly wage up to a maximum of \$1,228.53 for up to 12 weeks.
- 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

**NY PFL**  
New York Paid Family 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 New York Associates

An eligible associate using may be entitled to up to twelve (12) weeks of military exigency leave for any qualifying reason during a single twelve (12) month period.

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

While you are on an approved leave, your income may be replaced by NY PFL for up to 12 weeks. NY PFL pays associates up to 67% of your average weekly wage up to a maximum of \$1,228.53.

## ELIGIBILITY FOR INCOME REPLACEMENT

### NY PFL

#### New York Paid Family Leave

To qualify for military exigency leave under NY PFL, you must:

- Take time off from work participate in a qualifying military event.<sup>1</sup>
- Be eligible. You must meet the time-worked requirements before taking paid family leave:
  - ◇ Full-time associates who regularly work 20 or more hours per week can take PFL after working 26 consecutive weeks.
  - ◇ Part-time associates who regularly work less than 20 hours per week can take PFL after working 175 days. These days don't need to be consecutive.

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<sup>1</sup> 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.

## 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 NY PFL.

### NY PFL

#### New York Paid Family Leave

- To be eligible for job protection, you must meet the time-worked requirements before taking paid family leave:
  - ◇ Full-time associates who regularly work 20 or more hours per week can take PFL after working 26 consecutive weeks.
  - ◇ Part-time associates who regularly work less than 20 hours per week can take PFL after working 175 days. These days don't need to be consecutive.
- NY PFL 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 military exigency leave benefits under NY PFL through The Hartford.
- Contact information for The Hartford.