

Military Exigency Leave for Maine Associates

INCOME REPLACEMENT

ME PFML

Maine Paid Family and Medical Leave

- Military family leave (often referred to as “qualifying exigency leave”) typically covers leave for common activities related to a family member’s impending military deployment.
- ME PFML allows eligible associates to take up to 12 weeks of paid leave per 12 months to make arrangements for a family member’s military deployment.
- ME PFML pays associates up to 90% of the Employee’s Average Weekly Wage (EAWW) that is equal to or less than 50% of the State Average Weekly Wage (SAWW), plus 66% of the EAWW that is greater than 50% of the SAWW up to a maximum weekly benefit of \$1,199.
- 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

ME PFML
Maine 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 Maine Associates

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

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

While you are on an approved leave, ME PFML pays associates up to 90% of the Employee's Average Weekly Wage (EAWW) that is equal to or less than 50% of the State Average Weekly Wage (SAWW), plus 66% of the EAWW that is greater than 50% of the SAWW up to a maximum weekly benefit of \$1,199.

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

ELIGIBILITY FOR INCOME REPLACEMENT

ME PFML

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

- Take time off from work participate in a qualifying military event.¹
- Be eligible. You must have earned a total of six times the statewide annual average weekly wage in Maine in your base period. The base period is defined as the first four of the last five completed calendar quarters.

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.

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 ME PFML.

ME PFML

Maine Paid Family and Medical Leave

- To be eligible for job protection, you must have worked for Albertsons Companies for at least 120 consecutive days when you started your leave. ME 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 ME PFML.