

Care of a Family Member Leave for California Associates

INCOME REPLACEMENT

California Paid Family Leave

- California Paid Family Leave (CA PFL) provides benefit payments to people who need take time off work to:
 - ◇ Care for a seriously ill family member
 - ◇ Bond with a child
 - ◇ Participate in a qualifying event because of a family member's military deployment
- Associates can receive up to 70 percent of weekly earnings, up to the maximum benefit for up to eight weeks within any 12-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.
- To bond with a new child, CA PFL can be taken all at once or can be split over a 12-month period.

WEEKS



JOB PROTECTION

FMLA

Family Medical Leave Act

CFRA

California Family Rights Act

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 California Associates

Do you need to take time off from work to care for a seriously ill family member, to bond with a new child or to participate in a qualifying military event?

You may be eligible for job protection for up to 12 weeks under FMLA and CFRA. 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 of leave.

While you are on an approved leave, your income may be replaced by CA PFL. Benefits are 60 to 70 percent of your highest quarterly earnings, 5 to 18 months before your claim begins.

To bond with a new child, leave can be taken anytime within the first 12 months of a child entering your family.

ELIGIBILITY FOR INCOME REPLACEMENT

CA PFL

California Paid Family Leave

To qualify for CA PFL benefits, you must:

- Take time off from work to care for a seriously ill family member, to bond with a new child or to participate in a qualifying military event.¹
- Have earned at least \$300 in the past 5 to 18 months.
- Submit your claim no later than 41 days after you begin your family leave. Do not file before your first day of leave.

¹ A qualifying event is any military event or an essential need resulting from the family member's deployment. Examples of qualifying events are arranging for childcare during deployment, attending counseling, assisting in making legal or financial arrangements during deployment, etc.

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 CFRA.

CFRA

California Family Rights 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. CFRA 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 care of a family member leave benefits through CA PFL.
- Contact information for CA PFL.