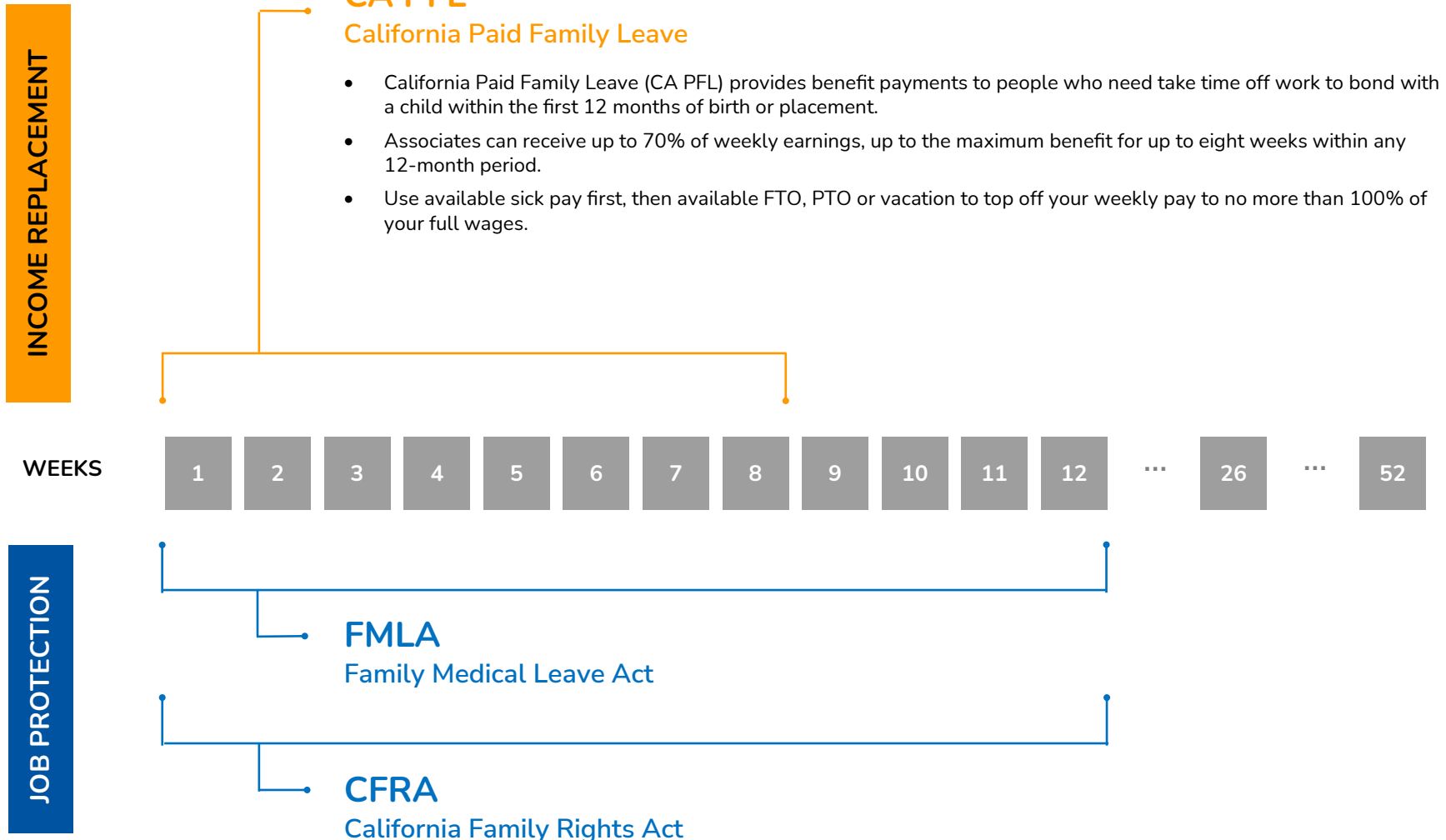


## Bonding, Adoption and Foster Care Leave for California Associates



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](#)

# Bonding, Adoption and Foster Care Leave for California Associates

An eligible associate can take time off from work for bonding with a new child welcomed into the family within the past 12 months through birth, adoption or foster care.

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.

While you are on an approved leave, your income may be replaced by CA PFL for up to 8 weeks. Benefits are up to 70 percent of weekly earnings, up to a maximum of \$1,681.00.

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:

- Have taken time off from work to care to bond with a new child (welcomed into the family within the past 12 months either through adoption or foster care placement).
- Complete and submit your claim form no earlier than the first day your family leave begins, but no later than 41 days after your family begins, or you may lose benefits.
- Have earned at least \$300 in the base period. The base period covers the 12 months — divided into four consecutive quarters — before the CA PFL claim's start date. The base period includes wages subject to CA SDI tax that were paid about 5 to 18 months before the claim began.
- Have contributed to the CA SDI program through payroll deductions during your base period.
- Have not taken the maximum 8 weeks of CA PFL in the past 12 months.

## 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](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 bonding, adoption and foster care leave benefits through CA PFL.
- Contact information for CA PFL.