

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

### INCOME REPLACEMENT

#### CT PFML

##### Connecticut Paid Family Medical Leave

- CT PFML provides benefit payments to people who need take time off work to bond with a child, including adopted and foster children.
- CT PFML allows eligible associates to take up to 12 weeks of paid leave per year to bond with a new child.
- CT PFML pays associates up to 95% of weekly pay, up to \$981.00 per week.
- 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

#### CT FMLA

##### Connecticut Family Medical Leave 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](#)

# Bonding, Adoption and Foster Care Leave for Connecticut Associates

An eligible associate can take up to twelve (12) weeks 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 CT FMLA. 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 CT PFML for up to 12 weeks. CT PFML pays associates up to 95% of weekly pay, up to \$981.00 per week.

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

### CT PFML

#### Connecticut Paid Family and Medical Leave

To qualify for CT PFML 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).
- Be eligible. You become eligible for CT PFML if you have earned wages of at least \$2,325 in the highest-earning quarter of the first four of the five most recently completed quarters (the "base period").

## 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 CT FMLA.

### CT FMLA

#### Connecticut Family Medical Leave Act

- To be eligible for job protection, you must have 3 months of employment with Albertsons Companies. There is no hours requirement. CT FMLA 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 CT PFML.
- Contact information for CT PFML.