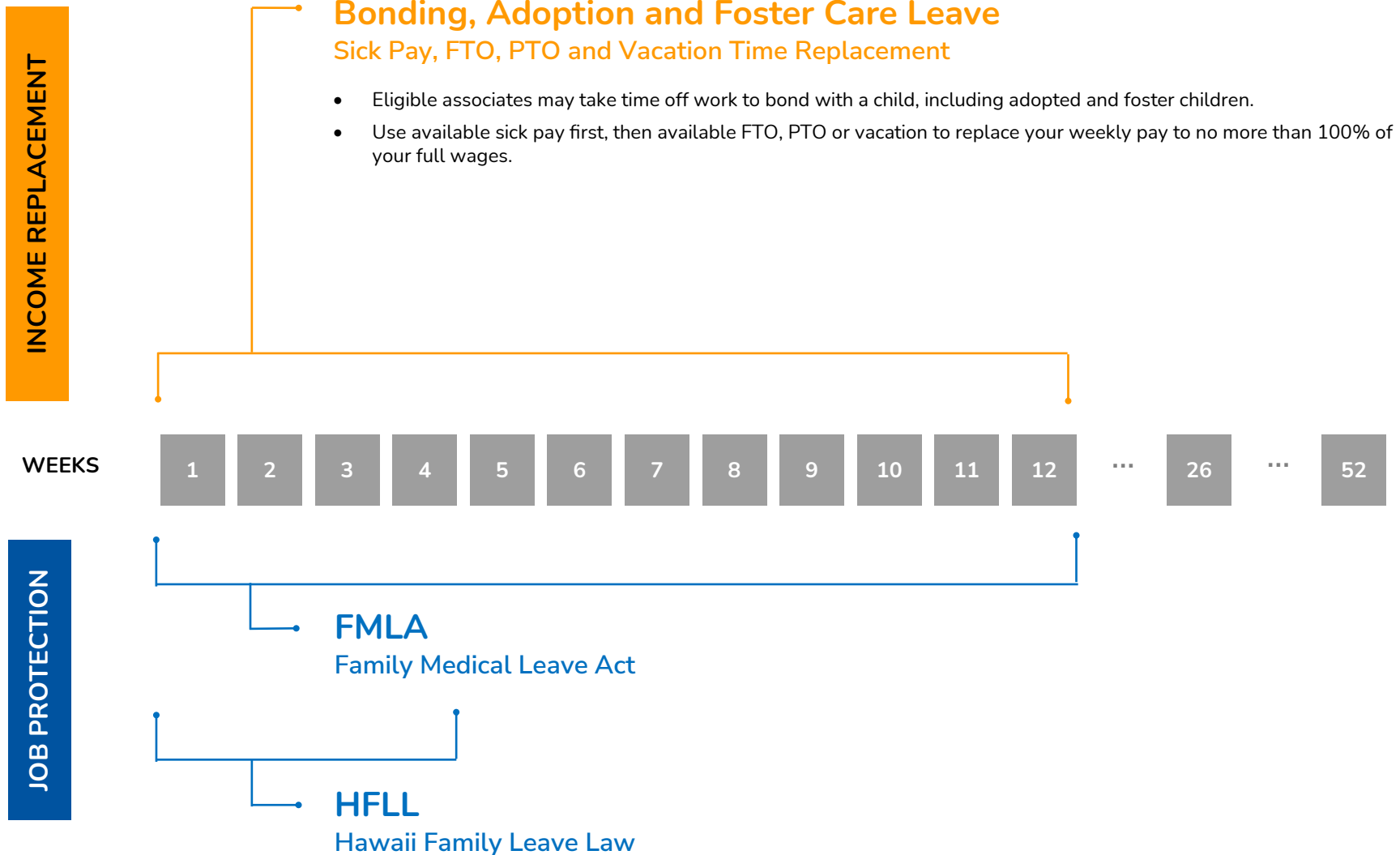


# Bonding, Adoption and Foster Care Leave for Hawaii Associates



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 Hawaii Associates

Under the Hawaii Family Leave Law (HFLL) an eligible associate can take up to four (4) unpaid 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. 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, you may use available sick pay first, then available FTO, PTO or vacation to replace your weekly pay to no more than 100% of your full wages.

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

### Bonding, Adoption and Foster Care Leave Income Replacement with Sick Pay, FTO, PTO and Vacation Time

To qualify for bonding, adoption and foster care leave, 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 birth, adoption or foster care placement).
- Be eligible. You may be eligible for income replacement through sick pay, FTO, PTO and vacation time. You can replace your weekly pay to no more than 100%.

## 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 HFLL.

### HFLL

#### Hawaii Family Leave Law

- You must have worked at least six (6) consecutive months in Hawaii. HFLL 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.
- Contact information for HFLL.