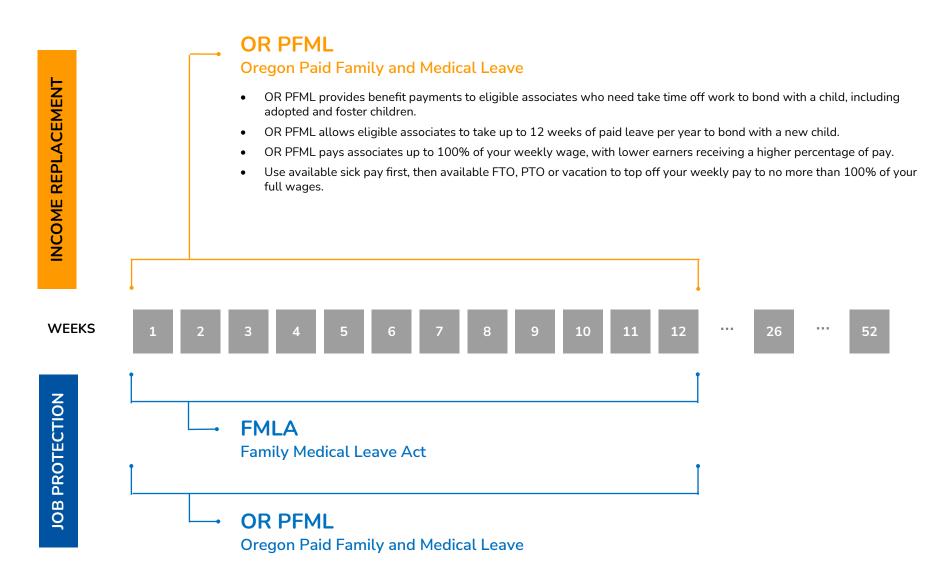
Bonding, Adoption and Foster Care Leave for Oregon Associates



Bonding, Adoption and Foster Care Leave for Oregon 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 OR PFML.

While you are on an approved leave, your income may be replaced by OR PFML for up to 12 weeks. OR PFML pays up to 100% of your weekly wage, with lower earners receiving a higher percentage of pay..

Bonding, adoption and foster care leave can be taken all at once or can be split over a 12-month period.

ELIGIBILITY FOR INCOME REPLACEMENT

OR PFML

Oregon Paid Family and Medical Leave

To qualify for OR 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 birth, adoption or foster care placement).
- Be eligible. You are eligible for OR PFML if your earnings from all employers total at least \$1,000 during the base year (first 4 of the last 5 completed quarters or the 4 most recently completed quarters). You do not need to work a minimum number of days at Albertsons Companies to be eligible to receive benefits.

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 NY PFL.

OR PFML

Oregon Paid Family and Medical Leave

 OR PFML offers job protection once you have been with Albertsons Companies for more than 90 calendar days. You may still be eligible for and take OR PFML before the 90 days of employment, however your job is not protected during your leave. OR 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 bonding, adoption and foster care leave benefits through OR PFML.
- Contact information for OR PFML.