

Bonding, Adoption and Foster Care Leave for Oregon Associates

INCOME REPLACEMENT

OR PFML

Oregon Paid Family and Medical Leave

- OR PFML provides benefit payments to eligible associates who need take time off work to bond with a child, including adopted and foster children.
- OR PFML allows eligible associates to take up to 12 weeks of paid leave per year to bond with a new child.
- OR PFML pays associates up to 100% of your weekly wage, with lower earners receiving a higher percentage of pay.
- 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

OR PFML

Oregon Paid Family and Medical Leave

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](#)

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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

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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.

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- 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.