

## Albertsons Companies Bonding, Adoption and Foster Care Leave of Absence

INCOME REPLACEMENT

### Bonding, Adoption and Foster Care Leave

#### Sick Pay, FTO, PTO and Vacation Time Income Replacement

- Non-birthing parents and parents adding to their family via adoption or foster care placement may be eligible to take time off.
- Eligible associates can take leave as a non-birthing parent (or birth parent after your pregnancy leave period) to bond with a new child after birth or placement via adoption or foster care.
- If you choose to be paid, use available sick pay, FTO, PTO or vacation.

WEEKS



JOB PROTECTION

### FMLA

Family Medical Leave Act

# Bonding, Adoption and Foster Care Leave

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

While you are on an approved leave, you may replace your income with paid time off by using available sick pay, FTO, PTO or vacation.

## 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 benefits, you must:

- Take time off from work to bond with a child, including adopted and foster children.
- Be eligible. You may be eligible for income replacement through sick pay, FTO, PTO and vacation time.

## 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.

## 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.