

Care of a Family Member Leave for California Associates

INCOME REPLACEMENT

California Paid Family Leave

- California Paid Family Leave (CA PFL) provides benefit payments to people who need take time off work to care for a seriously ill family member.
- Associates can receive up to 70% of weekly earnings, up to the maximum benefit for up to eight weeks within any 12-month period.
- 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

CFRA

California Family Rights 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](#)

Care of a Family Member Leave for California Associates

An eligible associate can take time off from work to care for a seriously ill family member.

You may be eligible for job protection for up to 12 weeks under FMLA and CFRA. 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 CA PFL for up to 8 weeks. Benefits are up to 70% of weekly earnings, up to a maximum of \$1,681.

ELIGIBILITY FOR INCOME REPLACEMENT

CA PFL

California Paid Family Leave

To qualify for CA PFL benefits, you must:

- Take time off from work to care for a seriously ill family member.
- Have earned at least \$300 in the base period. The base period covers the 12 months — divided into four consecutive quarters — before the CA PFL claim's start date. The base period includes wages subject to CA SDI tax that were paid about 5 to 18 months before the claim began.
- Have contributed to the CA SDI program through payroll deductions during your base period.
- Complete and submit your claim form no earlier than the first day your family leave begins, but no later than 41 days after your family leave begins or you may lose benefits.
- Have not taken the maximum 8 weeks of CA PFL in the past 12 months.

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 CFRA.

CFRA

California Family Rights 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. CFRA 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 care of a family member leave benefits through CA PFL.
- Contact information for CA PFL.