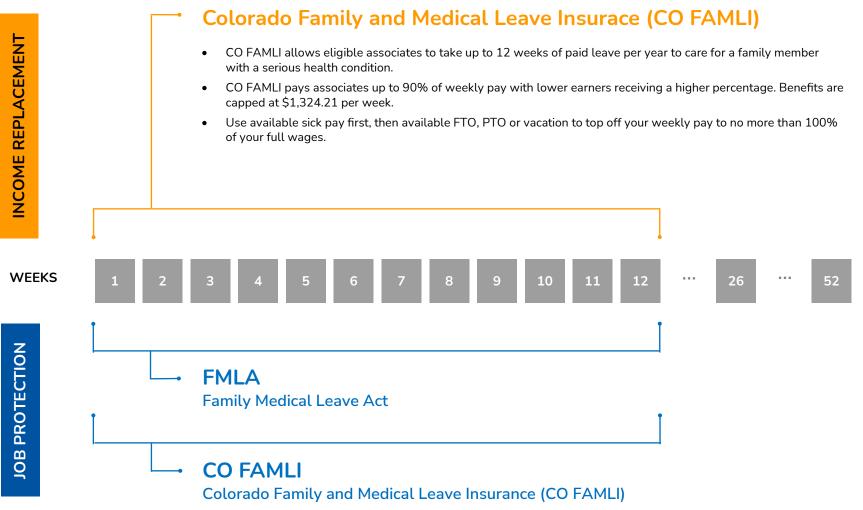
# Care of a Family Member Leave for Colorado Associates



# Care of a Family Member Leave for Colorado 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 CO FAMLI. 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 CO FAMLI for up to 12 weeks. CO FAMLI pays associates up to 90% of weekly pay with lower earners receiving a higher percentage. Benefits are capped at \$1,324.21 per week.

#### **ELIGIBILITY FOR INCOME REPLACEMENT**

## **CO FAMLI**

### Colorado Family and Medical Leave Insurance

To qualify for CO FAMLI benefits, you must:

- Take time off from work to care for a seriously ill family member.
- Be eligible. You become eligible for CO FAMLI income replacement benefits after earning \$2,500 in wages for worked performed in Colorado during the previous five quarters. You do not need to work a minimum number of days at Albertsons Companies to be eligible for income replacement 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 CO FAMLI.

### **CO FAMLI**

### Colorado Family and Medical Leave Insurance

To be eligible for job protection, you must have worked for Albertsons
Companies for more than 180 days. You can take CO FAMLI leave before 180
days. You may still be eligible for and take CO FAMLI leave before the 180 days
of employment, however your job is not protected during your leave. This leave
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 CO FAMLI.
- Contact information for CO FAMI I.