

Care of a Family Member Leave for Hawaii Associates

INCOME REPLACEMENT

Care of a Family Member Leave

Sick Pay, FTO, PTO and Vacation Time Income Replacement

- Eligible associates may take time off work to care for a family member with a serious health condition.
- 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

HFLL

Hawaii Family Leave Law

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 Hawaii 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 4 weeks under HFLL and up to 12 weeks under FMLA. If you qualify for both HFLL and FMLA, both leave periods will run concurrently. With job protection, 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, you may replace your income with paid time off by using 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.

ELIGIBILITY FOR INCOME REPLACEMENT

Care of a Family Member Leave

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

To qualify for care of a family member leave benefits, you must:

- Take time off from work to care for a seriously ill family member.
- Be eligible. You may be eligible for income replacement through sick pay, FTO, PTO and vacation time. You can replace your income to no more than 100%.

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 HFLL.

HFLL

Hawaii Family Leave Law

You must have worked at least six (6) consecutive months in Hawaii. HFLL runs concurrent with FMLA.

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.
- Contact information for HFLL.