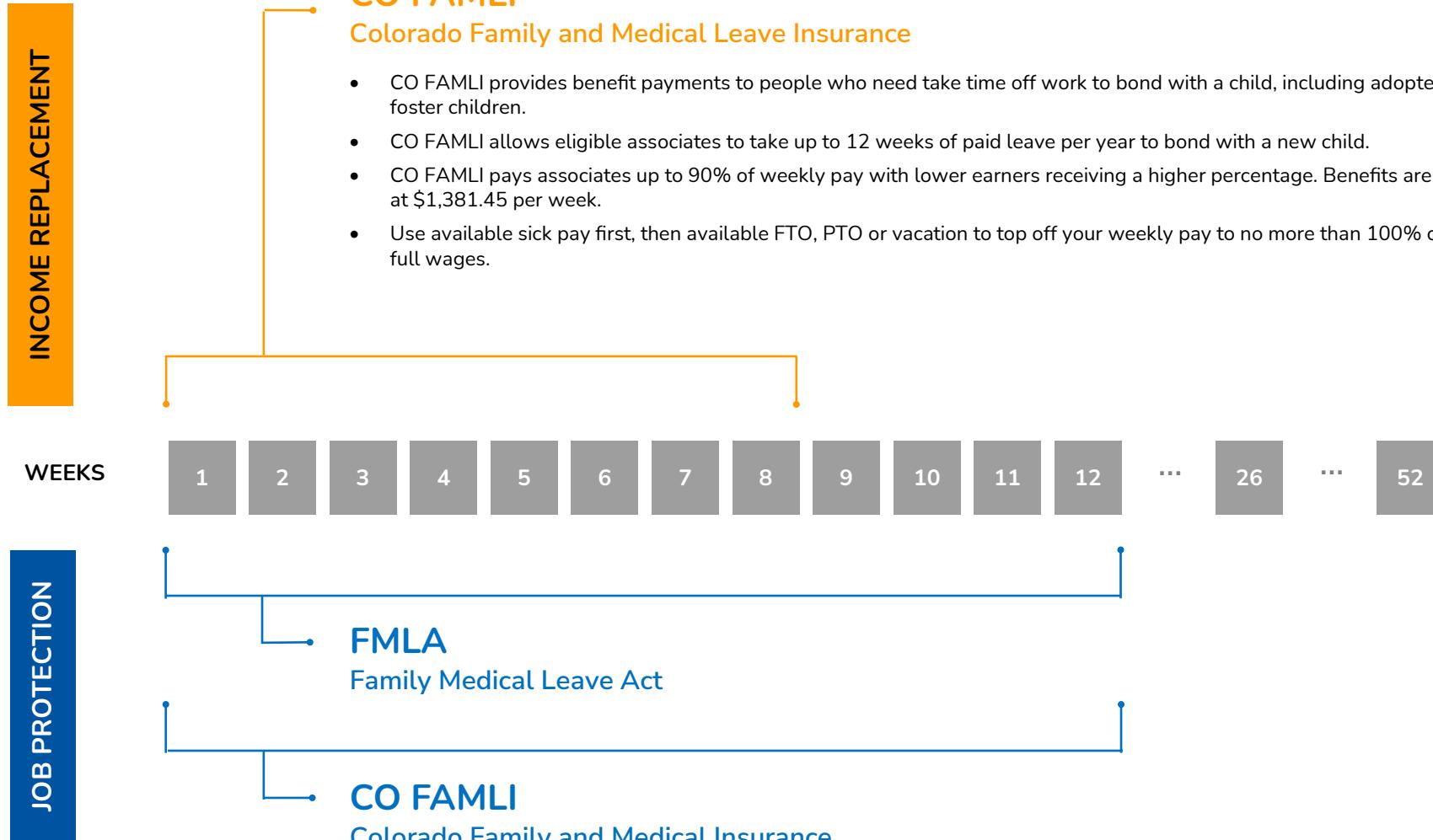


Bonding, Adoption and Foster Care Leave for Colorado Associates



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

Bonding, Adoption and Foster Care Leave for Colorado Associates

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 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 \$1,381.45 per week.

To bond with a new child, leave can be taken anytime within the first 12 months of a child entering your family.

ELIGIBILITY FOR INCOME REPLACEMENT

CO FAMLI

Colorado Family and Medical Leave Insurance

To qualify for CO FAMLI 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 adoption or foster care placement).
- Be eligible. You become eligible for CO FAMLI income replacement benefits after earning \$2,500 in wages for work 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 bonding, adoption and foster care leave benefits through CO FAMLI.
- Contact information for CO FAMLI.