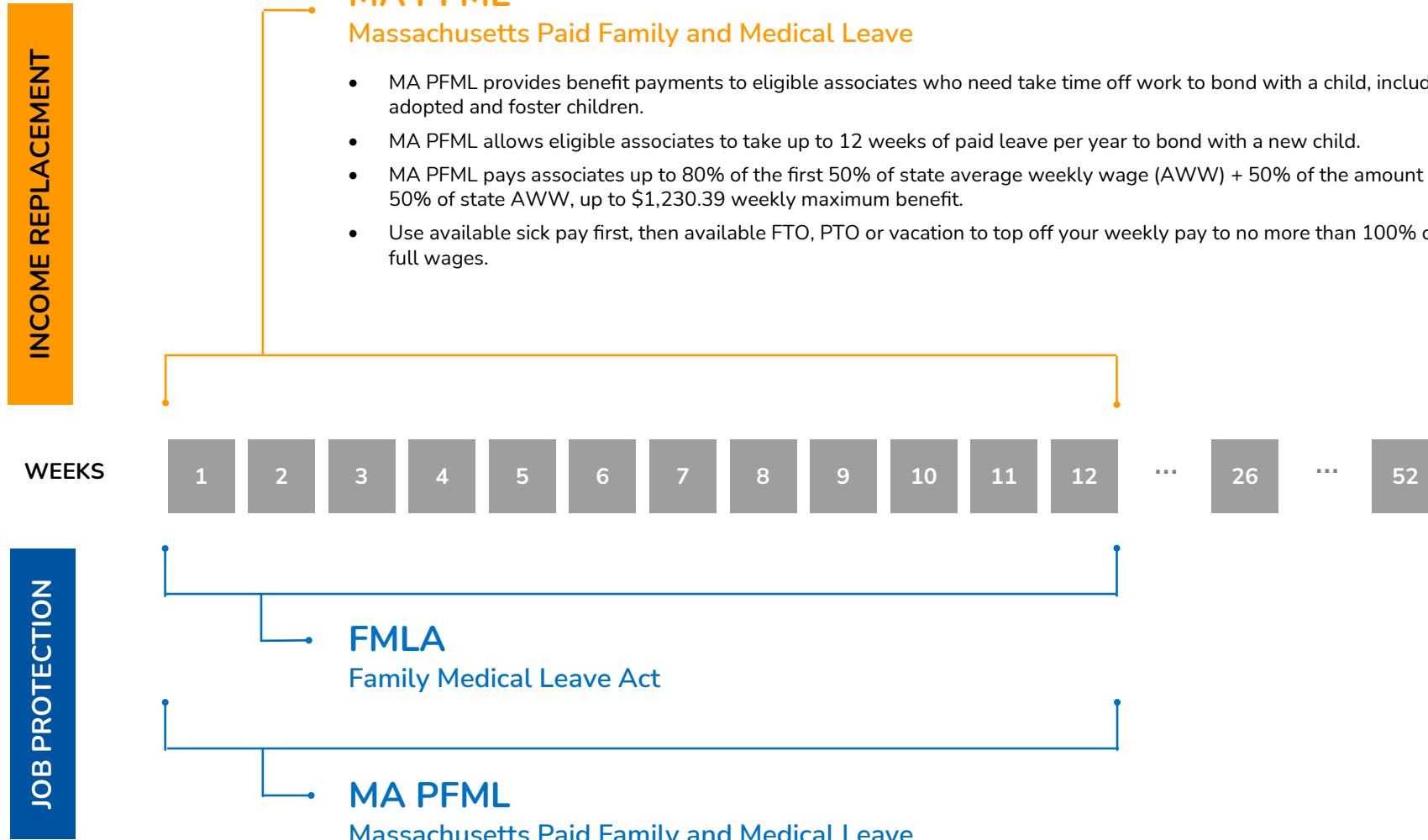


## Bonding, Adoption and Foster Care Leave for Massachusetts Associates



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 Massachusetts 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 MA PFML. 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 MA PFML for up to 12 weeks. MA PFML pays up to 80% of the first 50% of state average weekly wage (AWW) + 50% of the amount above 50% of state AWW, up to \$1,230.39 weekly maximum benefit.

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

### MA PFML

#### Massachusetts Paid Family and Medical Leave

To qualify for MA PFML 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 MA PFML after earning \$6,300 in wages for work performed in Massachusetts during the previous 4 calendar quarters. In addition, you must have earned at least 30 times the benefit amount you are eligible to receive.
- 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.

## 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 MA PFML.

### MA PFML

#### Massachusetts Paid Family and Medical Leave

- You become eligible for MA PFML after earning \$6,300 in wages for work performed in Massachusetts during the previous 4 calendar quarters. In addition, you must have earned at least 30 times the benefit amount you are eligible to receive. MA PFML runs concurrent with FMLA.

## MORE INFORMATION

Visit the leave of absence portal on [myACI-benefits.com](http://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 MA PFML.
- Contact information for MA PFML.