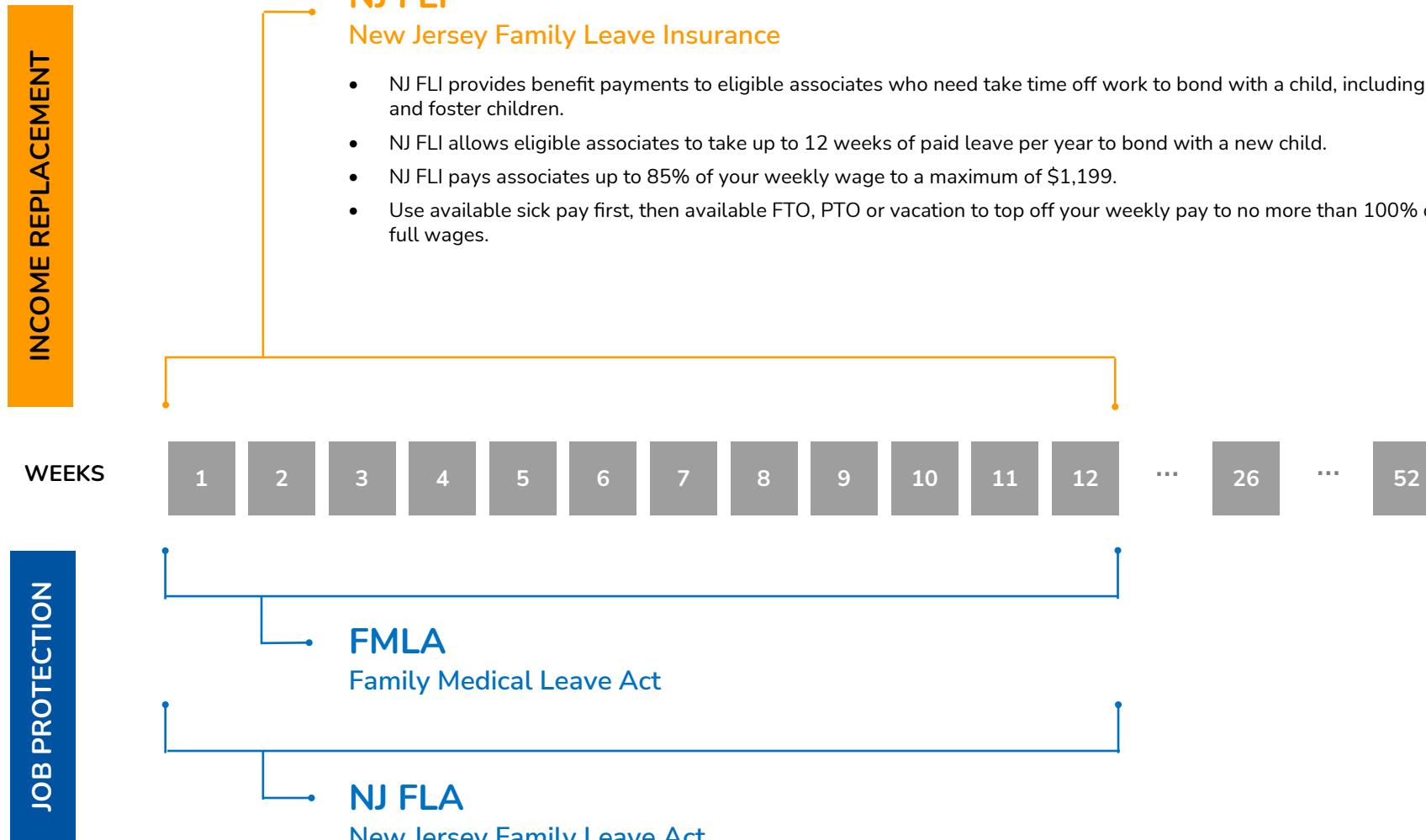


Bonding, Adoption and Foster Care Leave for New Jersey Associates



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 New Jersey 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.

Under FMLA and NJ FLA you may be eligible for job protection for up to 12 weeks in a 24-month period. 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.

ELIGIBILITY FOR INCOME REPLACEMENT

NJ FLI

New Jersey Family Leave Insurance

To qualify for NJ FLI 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 birth, adoption or foster care placement).
- Be eligible. To qualify for NJ FLI, you must have worked 20 weeks earning at least \$310 weekly, or have earned a combined total of \$15,500 in those four quarters (the base year). Your regular base year period consists of 52 weeks and is determined by the date you file a claim for NJ FLI benefits.

While you are on an approved leave, your income may be replaced by NJ FLI for up to 12 weeks. NJ FLI pays up to 85% of your weekly wage up to a maximum of \$1,199.

To bond with a new child, you have two options. You can take 12 weeks all at once at the start, or you can take 8 weeks in smaller segments throughout the first year.

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 NJ FLA.

NJ FLA

New Jersey Family Leave Act

- To be eligible for job protection under NJ FLA, you must be employed by Albertsons Companies for at least 12 months and have worked at least 1,000 hours. NJ FLA 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 NJ FLI.
- Contact information for NJ FLI.