

Bonding, Adoption and Foster Care Leave for New York 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 York 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 NY PFL. 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 NY PFL for up to 12 weeks. NJ FLI pays up to 67% of your weekly wage up to \$1,228.53 per week.

NY PFL provides benefits and job protection so parents can bond with their newborn. Your combined total disability leave and Paid Family Leave in any 52 week period may not exceed 26 weeks.

ELIGIBILITY FOR INCOME REPLACEMENT

NY PFL

New York Paid Family Leave

To qualify for NY PFL 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. You are eligible for benefits under NY PFL:
 - ◊ After 26 consecutive weeks of employment if regularly working 20 or more hours per week, OR
 - ◊ After 175 days worked if regularly working less than 20 hours per week.

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 NY PFL.

NY PFL

New York Paid Family Leave

- You are eligible for benefits under NY PFL:
 - ◊ After 26 consecutive weeks of employment if regularly working 20 or more hours per week, OR
 - ◊ After 175 days worked if regularly working less than 20 hours per week.
- NY PFL 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 under NY PFL through The Hartford.
- Contact information for The Hartford.