

## Bonding, Adoption and Foster Care Leave for Rhode Island Associates

### INCOME REPLACEMENT

#### RI TCI

##### Rhode Island Temporary Caregiver Insurance

- RI TCI provides benefit payments to eligible associates who need take time off work to bond with a child, including adopted and foster children.
- RI TCI allows eligible associates to take up to 8 weeks of paid leave per year to bond with a new child.
- The weekly benefit amount is calculated as 4.62% of the wages earned in the highest quarter of the base period. The maximum benefit is \$1,103 per week.
- 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

#### RI TCI

##### Rhode Island Temporary Caregiver Insurance

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 Rhode Island Associates

You may be eligible for job protection for up to 12 weeks under FMLA and up to 8 weeks under RI TCI to bond with a new child welcomed into the family within the past 12 months through birth, adoption or foster care.

You may be eligible for income replacement for up to 7 weeks under RI TCI. The weekly benefit amount is calculated as 4.62% of the wages earned in the highest quarter of the base period. The maximum benefit is \$1,103 per week.

Bonding, adoption and foster care leave can be taken all at once or can be split over a 12-month period.

## ELIGIBILITY FOR INCOME REPLACEMENT

### RI TCI

#### Rhode Island Temporary Caregiver Insurance

To qualify for RI TCI 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 generally eligible for RI TCI if you:
  - ◇ Earn \$18,000 in base period wages, or
  - ◇ Meet all 3 of these earnings requirements: (1) \$3,000 in one of the base period quarters and (2) total base period wages of at least 1.5 times the highest quarter earnings, and (3) total base period earnings of at least \$6,000.

## 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 RI TCI.

### RI TCI

#### Rhode Island Temporary Caregiver Insurance

- You are generally eligible for RI TCI if you:
  - ◇ Earn \$18,000 in base period wages, or
  - ◇ Meet all 3 of these earnings requirements: (1) \$3,000 in one of the base period quarters and (2) total base period wages of at least 1.5 times the highest quarter earnings, and (3) total base period earnings of at least \$6,000.
- RI TCI 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.
- How to apply for bonding, adoption and foster care leave benefits through RI TCI.
- Contact information for RI TCI.