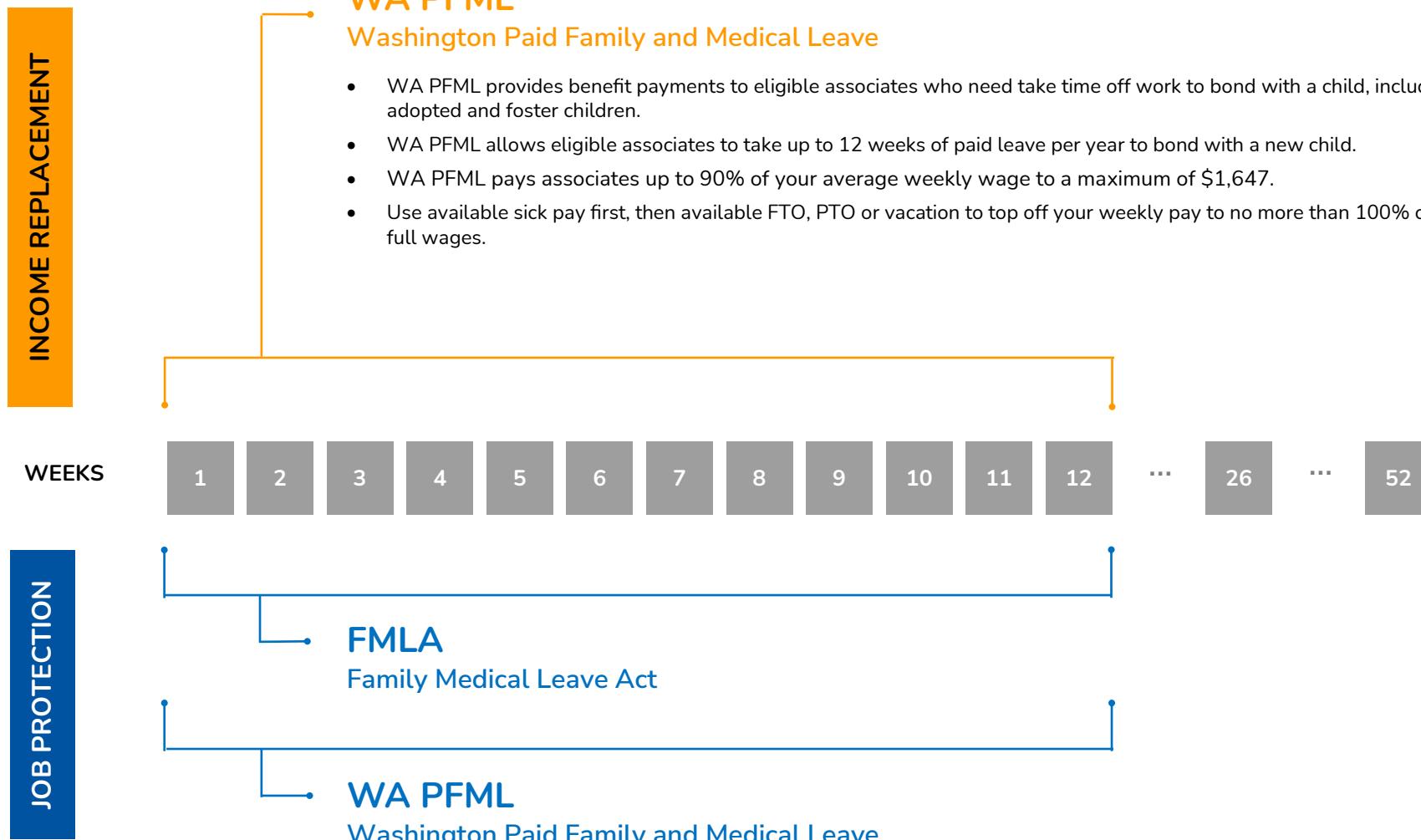


Bonding, Adoption and Foster Care Leave for Washington Associates



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 Washington 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 WA PFML.

While you are on an approved leave, your income may be replaced by up to 90% of your average weekly wage to a maximum of \$1,647.

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

WA PFML

Washington Paid Family and Medical Leave

To qualify for WA 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 birth, adoption or foster care placement).
- Be eligible. You are eligible for WA PFML if you have worked at least 820 hours in employment in Washington during the first 4 of the last 5 completed quarters or the 4 most recently completed quarters. You do not need to work a minimum number of days at Albertsons Companies to be eligible to receive 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 WA PFML.

WA PFML

Washington Paid Family and Medical Leave

- To be eligible for job protection under WA PFML, you must be employed by Albertsons Companies for at least one year and have worked at least 1,250 hours in the year immediately preceding leave. WA PFML 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 WA PFML.
- Contact information for WA PFML.