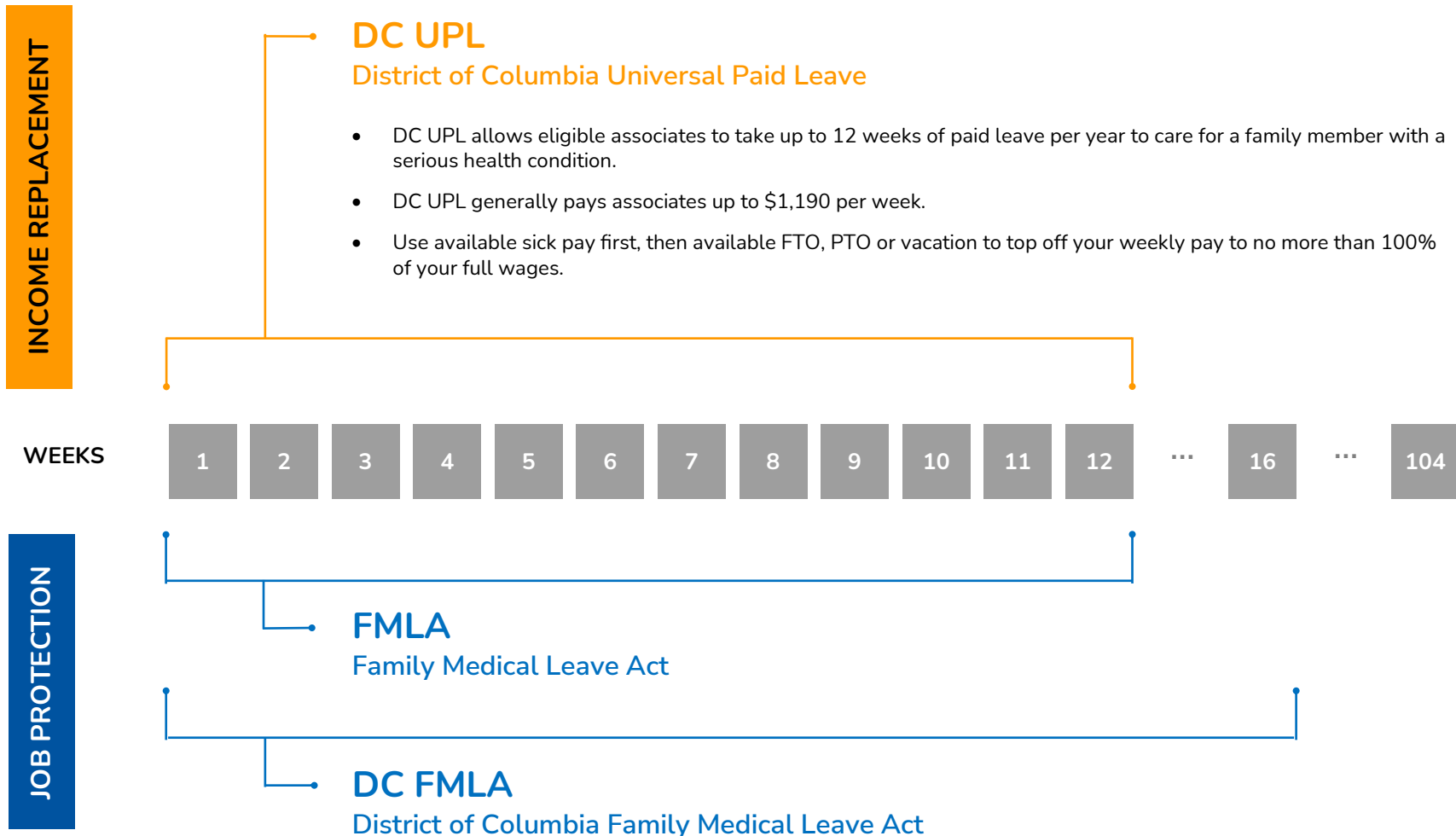


# Care of a Family Member Leave for District of Columbia (DC) Associates



# Care of a Family Member Leave for District of Columbia (DC) Associates

An eligible associate can take up to twelve (12) weeks off from work to care for a seriously ill family member.

You may be eligible for job protection for up to 12 weeks under FMLA and up to 16 weeks in a 24-month period under DC FMLA. 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 DC UPL for up to 12 weeks. DC UPL pays associates up to \$1,190 per week.

## ELIGIBILITY FOR INCOME REPLACEMENT

### DC UPL

#### District of Columbia Universal Paid Leave

To qualify for DC UPL benefits, you must:

- Take time off from work to care for a seriously ill family member.
- Be eligible. A covered associate is someone who:
  - ◇ Spends more than 50 percent of their work time in DC; or
  - ◇ Is based in DC, regularly works a substantial amount of time in DC, and works not more than 50% of time in another jurisdiction.

## 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 DC FMLA.

### DC FMLA

#### District of Columbia Family Medical Leave Act

- You must have worked at least 1000 hours, including any paid vacation, sick, personal or holiday time, during the 12-month period immediately preceding the request for family or medical leave. You must be employed by the same employer for 1 year without a break in service except for regular holiday, sick, or personal leave. DC FMLA 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 care of a family member leave benefits through DC UPL.
- Contact information for DC UPL.