

Bonding, Adoption and Foster Care Leave for Minnesota Associates

INCOME REPLACEMENT

MN PFML Minnesota Paid Family and Medical Leave

- MN PFML provides benefit payments to eligible associates who need take time off work to bond with a child, including adopted and foster children.
- MN PFML allows eligible associates to take up to 12 weeks of paid leave to bond with a new child.
- MN PFML pays associates 90% of wages up to 50% of the State Average Weekly Wage (SAWW), 60% for wages above that up to the SAWW, and 55% for wages above the SAWW, capped at the SAWW itself, which is currently around \$1,423 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

MN PFML
Minnesota Paid Family and Medical Leave

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 Minnesota 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 MN PFML. 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 MN PFML for up to 12 weeks. MN PFML pays up to 90% of wages up to 50% of the State Average Weekly Wage (SAWW), 60% for wages above that up to the SAWW, and 55% for wages above the SAWW, capped at the SAWW itself, which is currently around \$1,423 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

MN PFML

Minnesota Paid Family and Medical Leave

To qualify for MN PFML benefits:

- You must have earned at least \$3,900 (5.3% of the state's annual average wage) in Minnesota during the 12 months prior to your leave. This total can be reached by combining earnings from multiple jobs.

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 MN PFML.

MN PFML

Minnesota Paid Family and Medical Leave

- MN PFML offers job protection once you worked for Albertsons for at least 90 calendar days prior to the start of your leave. MN 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 MN PFML.
- Contact information for MN PFML.