

Bonding, Adoption and Foster Care Leave for Maine Associates

INCOME REPLACEMENT

ME PFML

Maine Paid Family and Medical Leave

- ME PFML provides benefit payments to eligible associates who need take time off work to bond with a child, including adopted and foster children.
- ME PFML allows eligible associates to take up to 12 weeks of paid leave per 12 months to bond with a new child.
- ME PFML pays associates up to 90% of the Employee's Average Weekly Wage (EAWW) that is equal to or less than 50% of the State Average Weekly Wage (SAWW), plus 66% of the EAWW that is greater than 50% of the SAWW up to a maximum weekly benefit of \$1,199.
- 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

ME PFML

Maine 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](#)

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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 ME 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, ME PFML pays associates up to 90% of the Employee's Average Weekly Wage (EAWW) that is equal to or less than 50% of the State Average Weekly Wage (SAWW), plus 66% of the EAWW that is greater than 50% of the SAWW up to a maximum weekly benefit of \$1,199.

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

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To qualify for ME PFML benefits, you:

- Must have earned a total of six times the statewide annual average weekly wage in Maine in your base period. The base period is defined as the first four of the last five completed calendar quarters.

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 ME PFML.

ME PFML

Maine Paid Family and Medical Leave

- To be eligible for job protection, you must have worked for Albertsons Companies for at least 120 consecutive days when you started your leave. ME 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 ME PFML.
- Contact information for ME PFML.