Learn how to request a medical leave of absence at myACI-Benefits.com.

Bonding, Adoption and Foster Care Leave for District of Columbia (DC) Associates

INCOME REPLACEMENT

DC UPL

District of Columbia Universal Paid Leave

- DC UPL provides benefit payments to people who need take time off work to bond with a child, including adopted and foster children.
- DC UPL allows eligible associates to take up to 12 weeks of paid leave per year to bond with a new child.
- DC UPL pays associates up to $1,100 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.



JOB PROTECTION

FMLA

Family Medical Leave Act

DC FMLA

District of Columbia Family Medical Leave Act

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 District of Columbia (DC) Associates

You may be eligible for job protection for up to 12 weeks under FMLA and 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 $1,100 per week.

To bond with a new child, leave can be taken anytime within the first 12 months of a child entering your family.

ELIGIBILITY FOR INCOME REPLACEMENT

DC UPL

District of Columbia Universal Paid Leave

To qualify for DC UPL benefits, you must:

- Have taken time off from work to care to bond with a new child (welcomed into the family through adoption or foster care placement).
- 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 and DC UPL.

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 and DC UPL.

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 DC UPL.
- Contact information for DC UPL.