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

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

INCOME REPLACEMENT

DC UPL

District of Columbia Universal Paid Leave

- DC UPL allows eligible associates to take up to 6 weeks of paid leave per year to care for a family member with a serious health condition.
- DC UPL generally 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

You may take up to a maximum of 12 weeks of any combination of bonding, family, and medical leave within a 12-month period.

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

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

You may be eligible for job protection for up to 12 weeks under FMLA and up to 12 weeks in a 12-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 6 weeks. DC UPL pays associates up to $1,100 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 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 care of a family member leave benefits through DC UPL.
- Contact information for DC UPL.