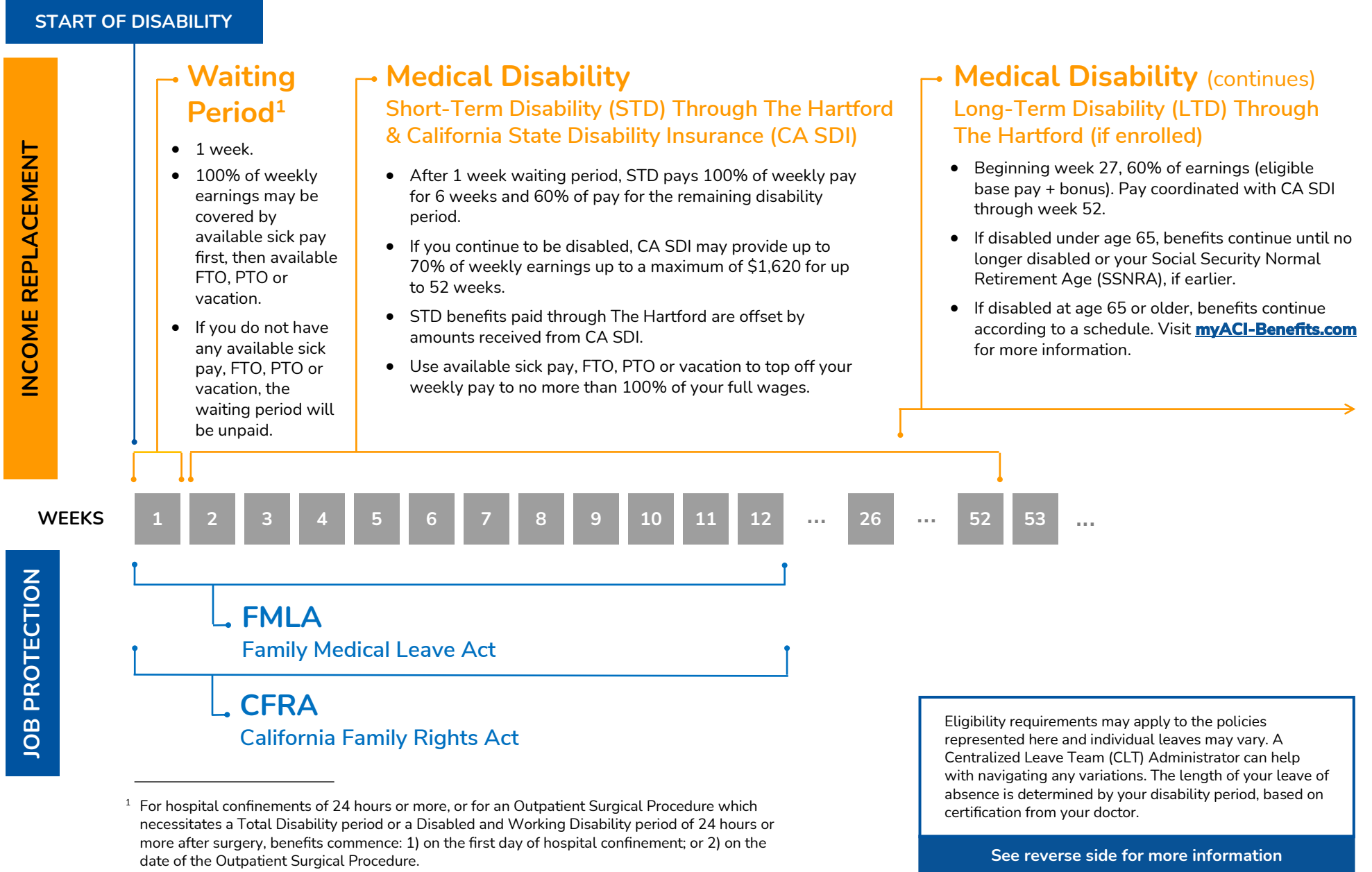


Albertsons Companies Medical Leave for California Associates



Albertsons Companies Medical Leave for California Associates

When you're unable to work due to your own illness or injury, you may be eligible for job protection for up to 12 weeks under FMLA and CFRA. Your income may be replaced by various programs available to you.

For up to 26 weeks of your disability, your income may be partially replaced by STD Insurance through The Hartford and CA SDI.

If you remain disabled between 26 weeks and 52 weeks, your income may be partially replaced by CA SDI and LTD Insurance through The Hartford if you are eligible and have enrolled in this coverage.

If you remain disabled after 52 weeks, your income may be partially replaced by LTD Insurance through The Hartford if you are eligible and have enrolled in this coverage.

ELIGIBILITY FOR INCOME REPLACEMENT

STD

Short-Term Disability Through The Hartford

- To be eligible for STD coverage, you must be in an eligible classification as defined by Albertsons Companies and have satisfied the waiting period for your benefits to become effective.
- To be eligible to receive STD benefits, you must be under the care of a licensed doctor who must certify the period of time you are disabled and unable to work, and your claim must be approved by The Hartford.

CA SDI

California State Disability Insurance

- To be eligible for CA SDI coverage, you must meet the eligibility requirements as described on the California EDD website (<https://edd.ca.gov/en>).
- To be eligible to receive CA SDI benefits, your licensed doctor/practitioner must certify your disability, and you must meet the requirements as described on the California EDD website (<https://edd.ca.gov/en>).

LTD

Long-Term Disability Through The Hartford

- To be eligible for LTD coverage, you must be in an eligible classification as defined by Albertsons Companies, have satisfied the waiting period for your benefits to become effective and you are enrolled in long-term disability.
- To be eligible to receive LTD benefits, you must be under the care of a licensed doctor who must certify the period of time you are disabled and unable to work, and your claim must be approved by The Hartford.

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 CFRA.

CFRA

California Family Rights 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. CFRA 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 disability benefits through CA SDI.
- How to apply for STD or LTD benefits through The Hartford.
- Contact information for CA SDI and The Hartford.