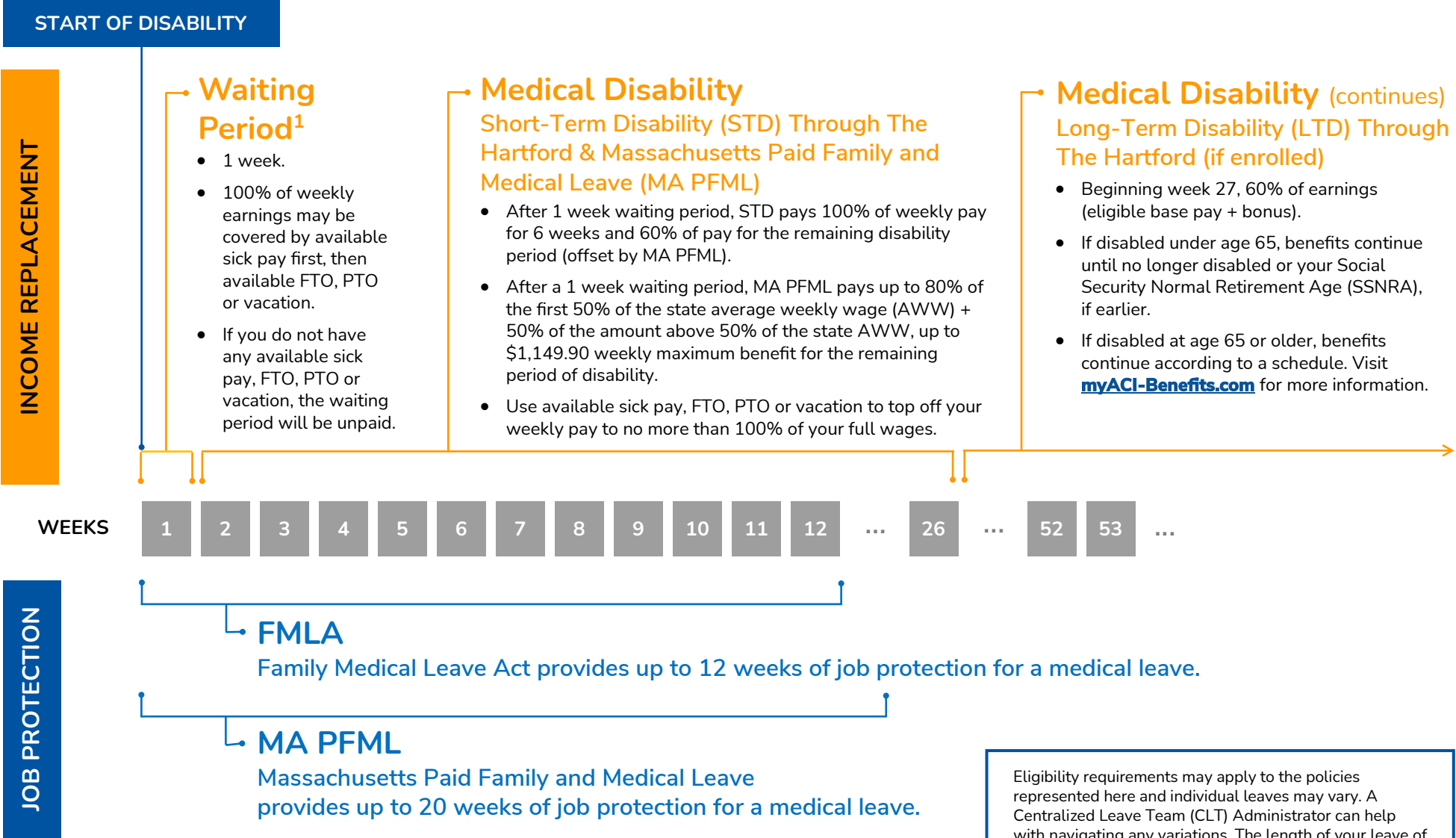


Albertsons Companies Medical Leave for Massachusetts Associates



Albertsons Companies Medical Leave for Massachusetts 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 up to 20 weeks under MA PFML.

Your income may be partially replaced by STD insurance through The Hartford when you are disabled up to 26 weeks and by MA PFML up to 20 weeks.

If you remain disabled after 26 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.

MA PFML

Massachusetts Paid Family and Medical Leave

- You become eligible for MA PFML after earning \$6,300 in wages for worked performed in Massachusetts during the previous 4 calendar quarters. In addition, you must have earned at least 30 times the benefit amount you are eligible to receive.
- To be eligible to receive MA PFML benefits, your healthcare provider must provide a statement that you have a serious illness or injury, and that you cannot work due to the condition. The statement must also include the probable duration of your serious health condition and the date the serious health condition started.

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 must be 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, 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.

MA PFML

Massachusetts Paid Family and Medical Leave

- You become eligible for MA PFML after earning \$6,300 in wages for worked performed in Massachusetts during the previous 4 calendar quarters. In addition, you must have earned at least 30 times the benefit amount you are eligible to receive. MA PFML runs concurrent with FMLA.
- MA PFML may provide up to 20 weeks of job protection for a medical leave.

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 MA PFML.
- How to apply for STD or LTD benefits through The Hartford.
- Contact information for MA PFML and The Hartford.