

Albertsons Companies Medical Leave for Oregon Associates

START OF DISABILITY

Waiting Period¹

- 1 week.
- OR PFML pays up to 90% of weekly pay up to \$1,523.63.
- Top off pay to 100% from unused sick pay first, then available FTO, PTO or vacation.

Medical Disability

Short-Term Disability (STD) Through The Hartford & Oregon Paid Family and Medical Leave (OR PFML)

- After 1 week waiting period, STD pays 100% of weekly pay for 6 weeks and 60% of pay for the remaining disability period (offset by OR PFML).
- OR PFML pays associates up to 90% of weekly pay up to a maximum of \$1,523.63 per week for up to 11 additional weeks.
- Beginning in week 8, use available sick pay, FTO, PTO or vacation to top off weekly pay to no more than 100% of your full wages.

- Medical Disability (continues)
 Long-Term Disability (LTD) Through
 The Hartford (if enrolled)
 - Beginning week 27, 60% of earnings (eligible base pay + bonus), max \$25,000 per month.
 - If disabled under age 65, benefits continue until no longer disabled or your Social Security Normal Retirement Age (SSNRA), if earlier.
 - If disabled at age 65 or older, benefits continue according to a schedule. Visit <u>myACI-Benefits.com</u> for more information.

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WEEKS

INCOME REPLACEMENT

 1
 2
 3
 4
 5
 6
 7
 8
 9
 10
 11
 12
 ...
 26
 ...
 52
 53

 FMLA Family Medical Leave Act

 OFLA

Oregon Family 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. The length of your leave of absence is determined by your disability period, based on certification from your doctor.

¹ For hospital confinements of 24 hours or more, or for an Outpatient Surgical Procedure which necessitates a Total Disability period or a Disabled and Working Disability period of 24 hours or more after surgery, benefits commence: 1) on the first day of hospital confinement; or 2) on the date of the Outpatient Surgical Procedure.

Albertsons Companies Medical Leave for Oregon 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 OFLA. Your income may be replaced by various programs available to you.

For the first 26 weeks you are disabled, your income may be partially replaced by STD insurance through The Hartford and OR PFML. In most cases, OR PFML ends after a maximum of 12 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.

OR PFML

Oregon Paid Family and Medical Leave

- In order for an associate to qualify for OR PFML you must have made at least \$1,000 in the calendar year leading up to applying for leave. Employees are able to apply for Oregon Paid Leave Benefits regardless of full-time, part-time, or seasonal status, and may have one or multiple jobs for different employers.
- To be eligible to receive OR 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. FMLA runs concurrent with OFLA.

OFLA Oregon Family Leave Act

• To be eligible for job protection, you must have worked for Albertsons Companies for 90 consecutive calendar days prior to taking paid leave for an OR PFML qualifying reason. OFLA 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 OR PFML.
- How to apply for STD or LTD benefits through The Hartford.
- Contact information for OR PFML and The Hartford.