WEEKS



Albertsons Companies Pregnancy Leave for California Associates



Waiting Period¹

- 1 week.
- 100% of weekly earnings may be covered by available sick pay first, then available FTO, PTO or vacation.
- If you do not have any available sick pay, FTO, PTO or vacation, the waiting period will be unpaid.

Pregnancy Leave

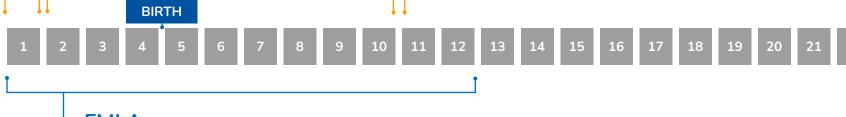
Short-Term Disability (STD) Through The Hartford & California State Disability Insurance (CA SDI)

- 3 weeks pre-birth and 6 weeks after standard delivery.
- After 1 week waiting period, STD pays 100% of weekly pay for 6 weeks and 60% of pay for the remaining disability period.
- STD benefits paid through The Hartford are offset by amounts received from CA SDI.
- Use available sick pay, FTO, PTO or vacation to top off your weekly pay to no more than 100% of your full wages.

Bonding Time

California Paid Family Leave (CA PFL)

- Up to 12 weeks for bonding.
- Up to 8 weeks paid at up to 70% of pay through CA PFL. Use available FTO, PTO or vacation to top off your weekly pay to no more than 100% of your full wages for those 8 weeks.
- Remaining 4 weeks are unpaid or use available FTO, PTO or vacation.



└ FMLA

Family Medical Leave Act

CA PDL

California Pregnancy Disability Leave

CFRA

California Family Rights 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.

See reverse side for more information

¹ For hospital confinements of 24 hours or more, including pregnancy and childbirth, 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 Pregnancy Leave for California Associates

When you're unable to work due to your own pregnancy, you may be eligible for job protection under FMLA, CFRA and/or CA PDL. Your income may be replaced by various programs available to you.

For an **uncomplicated pregnancy**, a typical disability period is up to 4 weeks before delivery and 6 to 8 weeks after delivery. Your disability period may be shorter if your doctor certifies that you are able to work.

For a **complicated pregnancy or delivery by caesarean section**, a pregnancy-related disability may be longer.

After your pregnancy disability, your job is protected up to 12 weeks under CFRA.

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).

Bonding Time

California Paid Family Leave (CA PFL)

- Up to 70% of weekly earnings (taxable), up to a weekly maximum of \$1,620.
- You can take up to 12 weeks of bonding time within 1 year of birth. You do not
 have to use all 12 weeks immediately after your disability benefits end.
 Bonding time may be used in 2 week increments, except on 2 occasions where
 it may be in increments of less than 2 week

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 and CA PDL.

CA PDL

California Pregnancy Disability Leave

 To be eligible for job protection, you must be disabled by pregnancy, childbirth, or a related medical condition. CA PDL runs concurrent with FMLA and separate from 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 and separate from CA PDL.

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 and CA PFL benefits through CA SDI.
- How to apply for STD benefits through The Hartford.
- Contact information for CA SDI, CA PFL, and The Hartford.