

Time Away from Work: Changes for Non-Union Associates Effective 1/1/25

Albertsons Companies remains focused on delivering One Best Way to standardize plans and policies for fairness and consistency among all non-union associates. To that end, the benefits team is making some changes to time away from work (TAFW) policies in 2025.

The table below summarizes TAFW changes effective 1/1/25. Since most changes aim to standardize policies across groups, not all non-union associates will be affected because many non-union associate groups already have standardized policies.

Questions? Access policy details on [myACI](#) in the **Associate Handbook**. Access the benefits website at [myACI-Benefits.com](#) for details on Long-Term Disability and Accidental Death & Dismemberment insurance. You can access the benefits website’s [LOA Resources page](#) to view TAFW policy **Overviews** and **Timelines**.

PLAN/POLICY	APPLIES TO	CHANGE
SHORT-TERM DISABILITY (STD) PRE-EXISTING CONDITIONS	Albertsons LLC non-union associates	Albertsons LLC non-union associates will no longer be subject to pre-existing condition exclusions for STD insurance.
MILITARY LEAVE	All non-union associates approved for military USERRA leaves of absence	All non-union associates approved for military USERRA leaves of absence will be eligible to receive differential/ supplemental pay for up to 6 weeks per calendar year.
LONG-TERM DISABILITY (LTD) CONTINUATION OF COVERAGE – MILITARY LEAVE	Albertsons LLC non-union associates approved for military USERRA leaves of absence	Currently, New Albertsons LP and Safeway Inc. non-union associates on approved military leave can maintain their long-term disability coverage for up to 26 weeks. Starting 1/1/25, Albertsons LLC eligible associates will also have up to 26 weeks of coverage.
ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) CONTINUATION OF COVERAGE – MILITARY LEAVE	Albertsons LLC non-union associates approved for military USERRA leaves of absence	Currently, New Albertsons LP and Safeway Inc. non-union associates on approved military leave can maintain accidental death and dismemberment (AD&D) coverage for up to 26 weeks. Starting 1/1/25, Albertsons LLC eligible associates will also have up to 26 weeks of coverage.
AD&D STANDARDIZED PROVISIONS	All non-union associates	Beginning 1/1/25, all benefit-eligible non-union associates will have standardized AD&D benefit provisions, including seat belt benefit, airbag benefit, adaptive home & vehicle benefit, day care benefit, spouse and child education benefit and more.

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PLAN/POLICY	APPLIES TO	CHANGE
JURY DUTY LEAVE ELIGIBILITY	All Jewel-Osco non-union associates	Effective 1/1/25, the maximum time payable for jury duty in a single year is 15 days or 120 hours (only Jewel is different than this today).
JURY DUTY LEAVE ELIGIBILITY	All Jewel-Osco non-union associates	Effective 1/1/25, there will be no waiting period or minimum hours requirement for eligibility for jury duty leave (only Jewel is different than this today).
BEREAVEMENT LEAVE	All non-union associates	Effective 1/1/25, associates will also be allowed bereavement leave for pregnancy loss. Cousins will no longer be considered eligible family members for bereavement leave purposes. There will be no variation in the number of days off provided, regardless of family relationship.
PERSONAL LEAVE	All non-union associates	The length of a personal leave of absence will change from 6 months to 90 days. Manager approval is still required for all personal leaves. Educational leave benefits, where such benefits exist, are separate from personal leave.
FMLA/NON-OCCUPATIONAL LEAVE/ OCCUPATIONAL LEAVE/PERSONAL LEAVE	Supply Chain Management associates	Effective 1/1/25, all associates will have the option on whether to elect to use paid time off while out on leave. Previously, Supply Chain associates were required to use paid time off while on certain leaves.
NON-OCCUPATIONAL LEAVE/ OCCUPATIONAL LEAVE	All non-union associates	Effective 1/1/25, the length of non-occupational and occupational leaves of absence will be 26 weeks in a rolling 52-week calendar year period. Associates requiring additional time off can request leave as an accommodation.