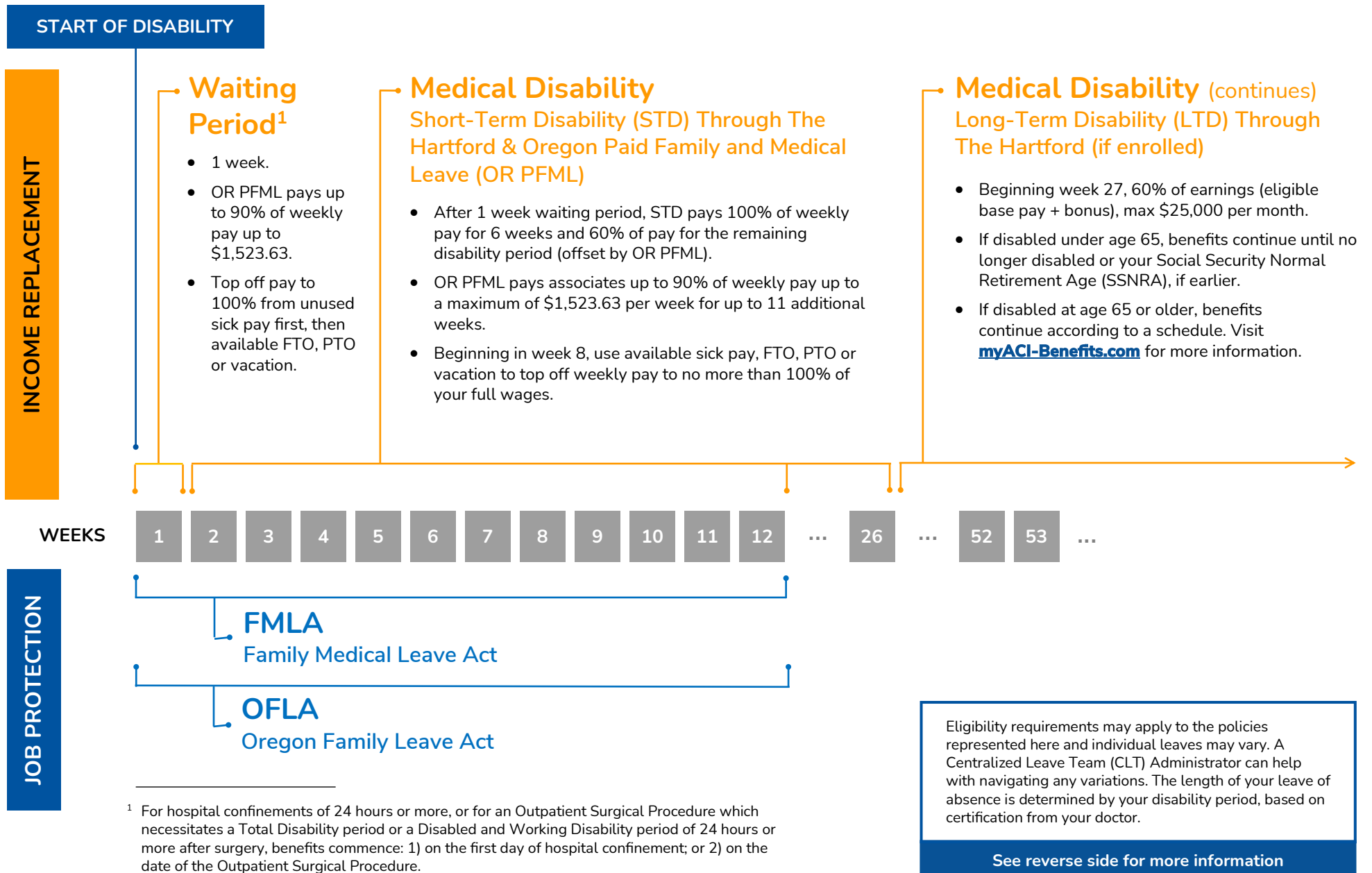


# Albertsons Companies Medical Leave for Oregon Associates



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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](https://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.