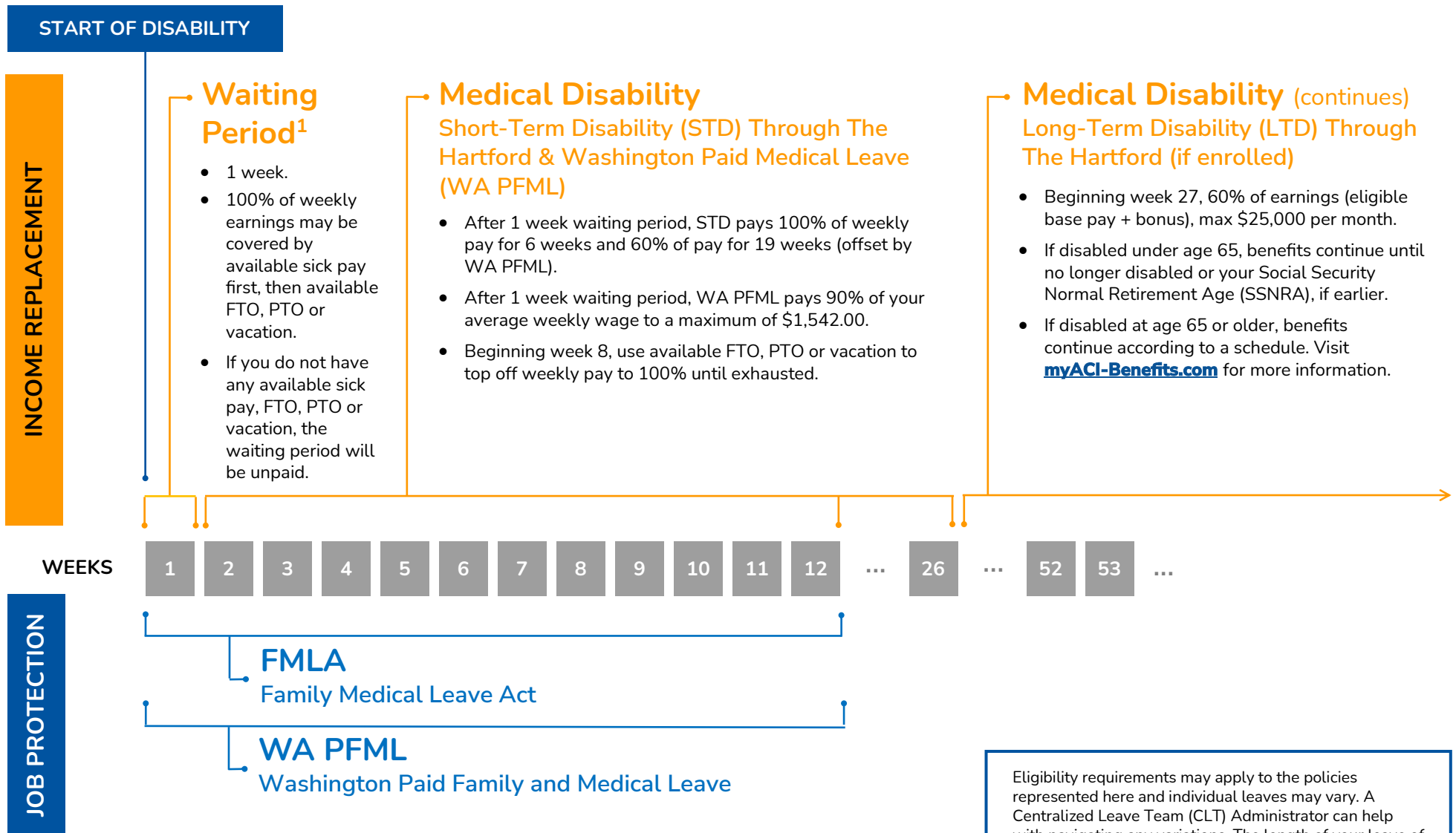


# Albertsons Companies Medical Leave for Washington Associates



<sup>1</sup> 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.

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

# Albertsons Companies Medical Leave for Washington Associates

When you're unable to work due to your own illness or injury, you may be eligible for job protection for 12 weeks under FMLA and WA PFML.

There are 2 parts for income replacement under WA PFML:

- **WA Paid Medical Leave (WA PML):** used for associate's own serious illness including pregnancy and complications to pregnancy.
- **WA Paid Family Leave (WA PFL):** used for bonding with a newborn and/or adopting a child) or if an associate needs to care for a family member with a serious health condition.

For the first 26 weeks you are disabled, your income may be partially replaced by STD insurance through The Hartford and WA PFML.

WA PML may be extended if the associate is incapacitated due to complications to pregnancy. WA PFL may be extended (for bonding with a newborn and/or adopting a child) when combined paid family and paid medical leave applies.

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.

## 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.

### WA PML

#### Washington Paid Medical Leave

- To be eligible for WA PML, you must have worked for Albertsons Companies 820 hours or more within the first four of the five most recently completed quarters.
- To be eligible to receive WA PML 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.

## 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 WA PFML.

### WA PFML

#### Washington Paid Family and Medical Leave

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