

Albertsons Companies Pregnancy and Childbirth Leave for Colorado Associates

START OF DISABILITY/DOB

(Example for an uncomplicated pregnancy and childbirth)

INCOME REPLACEMENT

Waiting Period¹

- 1 week.
- CO FAMLI pays up to 90% of weekly pay up to \$1,324.21.
- Top off pay to 100% of weekly earnings covered by available sick pay first, then available FTO, PTO or vacation.

Pregnancy Leave

Short-Term Disability (STD) Through The Hartford & Colorado Family and Medical Leave Insurance (CO FAMLI) Program

- 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 CO FAMLI).
- CO FAMLI pays associates up to 90% of weekly pay with lower earners receiving a higher percentage for up to 11 weeks. Benefits are capped at \$1,324.21 per week. Individuals with pregnancy or childbirth complications may receive an additional 4 weeks (16 weeks total).
- Use available sick pay, FTO, PTO or vacation to top off your weekly pay to more than 100% of your full wages.

Bonding Time

Colorado Family and Medical Leave Insurance (CO FAMLI)

- CO FAMLI pays associates up to 90% of weekly pay with lower earners receiving a higher percentage for up to 11 weeks. Benefits are capped at \$1,324.21 per week. Individuals with pregnancy or childbirth complications may receive an additional 4 weeks (16 weeks total).

WEEKS



JOB PROTECTION

FMLA

Family Medical Leave Act

CO FAMLI

Colorado Family and Medical Leave Insurance (FAMLI)

Job protection through FAMLI is available after you have been with Albertsons Companies more than 180 days.

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, 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.

See reverse side for more information

Albertsons Companies Pregnancy Leave for Colorado Associates

When you're unable to work due to your own pregnancy, you may be eligible for job protection for up to 12 weeks under FMLA and CO FAMLI. Your income may be replaced by various programs available to you.

Under CO FAMLI, associates are entitled to up to 12 weeks of paid family and medical leave per year.

Individuals who experience pregnancy or childbirth complications may receive an additional 4 weeks for a total of 16 weeks per year.

If you have worked as an associate for at least 180 days, your job is protected up to 12 weeks under the CO FAMLI program.

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.

CO FAMLI

Colorado Family and Medical Leave Insurance

- You become eligible for CO FAMLI, after earning \$2,500 in wages for worked perform in Colorado during the previous 5 quarters. You do not need to work a minimum number of days at Albertsons Companies to be eligible to receive benefits.
- STD benefits through The Hartford are offset by amounts received from CO FAMLI, which start week 1 and pay up to 90% of weekly earnings up to \$1,324.21 maximum for up to 12 weeks (may receive an additional 4 weeks, for a total of 16 weeks, due to complications during pregnancy or childbirth).

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 CO FAMLI.

CO FAMLI

Colorado Family and Medical Leave Insurance

- CO FAMLI leave offers job protection once you have worked for Albertsons Companies for more than 180 days. You may still be eligible for and take CO FAMLI leave before the 180 days of employment; however, your job is not protected during your leave. CO FAMLI 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 CO FAMLI.
- How to apply for STD benefits through The Hartford.
- Contact information for CO FAMLI and The Hartford.