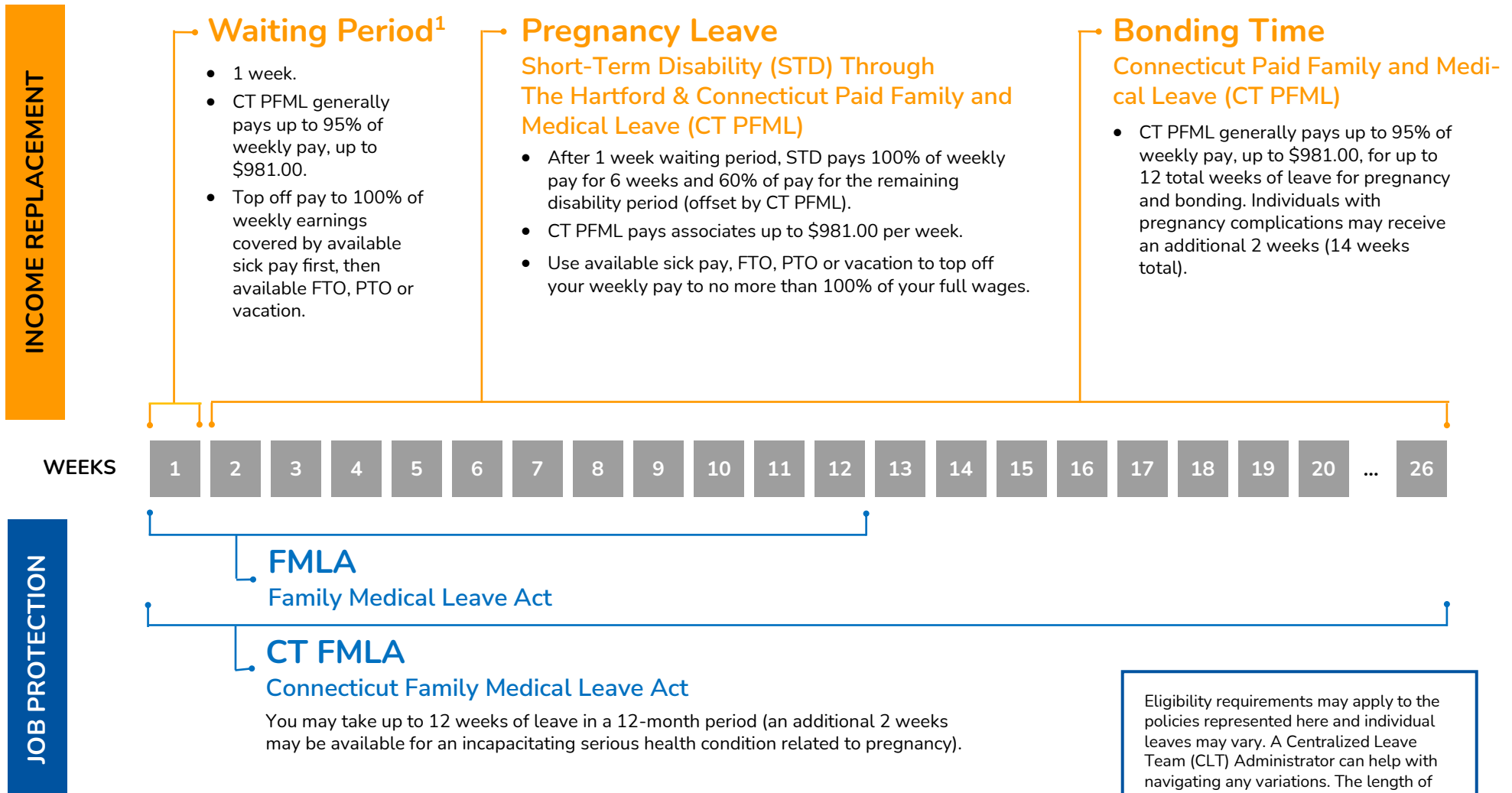


# Albertsons Companies Pregnancy Leave for Connecticut Associates

(Example for an uncomplicated pregnancy and childbirth)



<sup>1</sup> 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.

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 Pregnancy Leave for Connecticut 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 CT FMLA. Your income may be replaced by various programs available to you.

You can take medical leave for pregnancy, postnatal care, or recovery from childbirth. Your licensed doctor must certify the period of time you are disabled and unable to work.

Individuals who experience pregnancy or childbirth complications may receive an additional 2 weeks for a total of 14 weeks over a 12-month period.

## 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.

### CT PFML

#### Connecticut Paid Family and Medical Leave

- An associate becomes eligible for CT PFML benefits if they have earned wages of at least \$2,325 in the highest-earning quarter of the first four of the five most recently completed quarters (the "base period") and they are currently employed with a covered Connecticut employer.
- STD benefits through The Hartford are offset by amounts received from CT PFML, which start week 1 and pay up to a maximum of \$981.00 per week for up to 12 weeks (may receive an additional 2 weeks, for a total of 14 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 you leave begins. FMLA runs concurrent with CT PFML and CT FMLA.

### CT FMLA

#### Connecticut Family Medical Leave Act

- To be eligible for job protection, you must have 3 months of employment with Albertsons Companies. There is no hours requirement. CT FMLA runs concurrent with FMLA and CT PFML.

## 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 CT PFML.
- How to apply for STD benefits through The Hartford.
- Contact information for CT PFML and The Hartford.