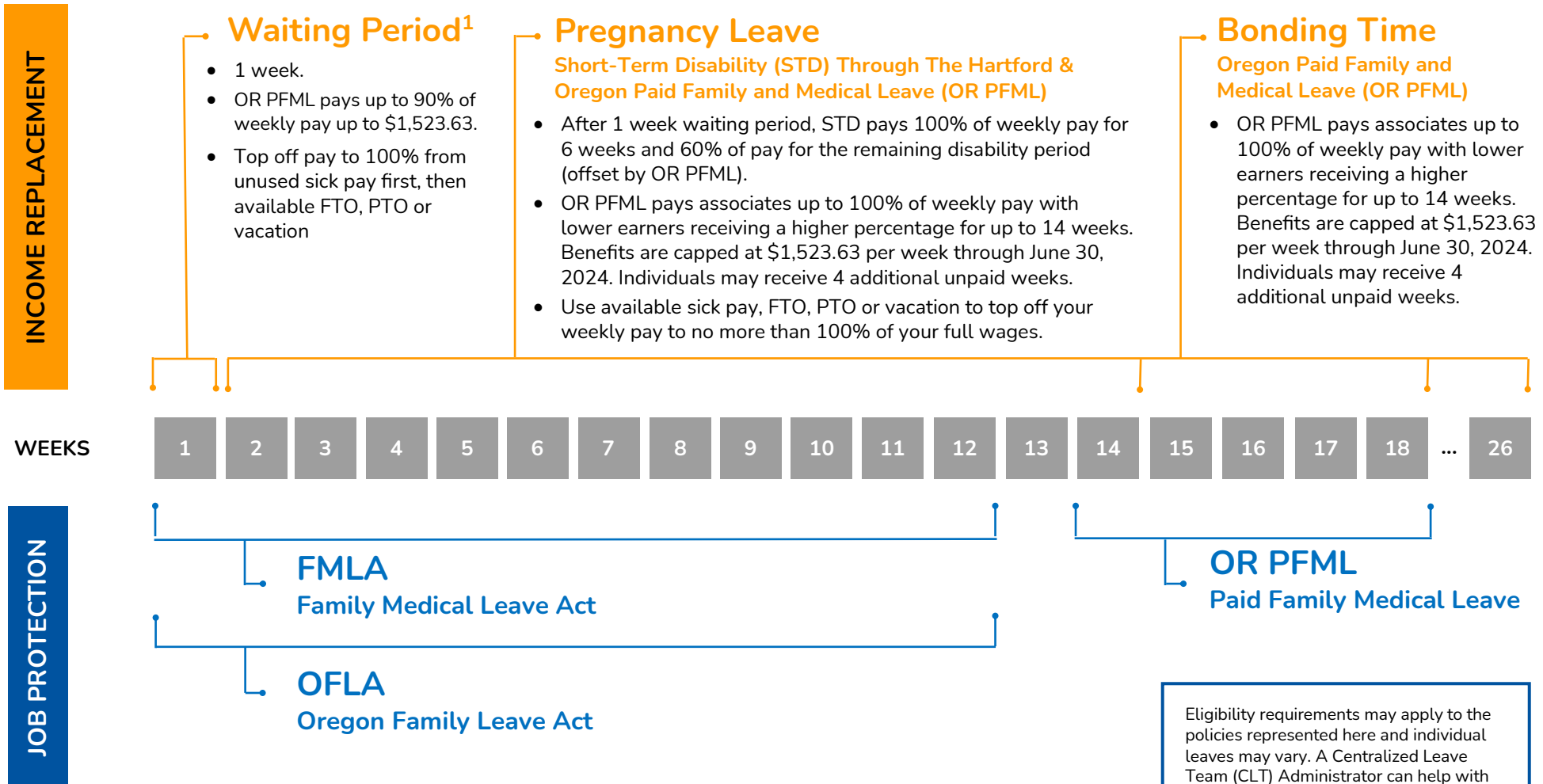


Albertsons Companies Pregnancy Leave for Oregon Associates

(Example for an uncomplicated pregnancy and childbirth)



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.

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 Oregon Associates

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

Under OR PFML, associates taking a pregnancy or childbirth related leave are entitled to up to 14 weeks of paid family and medical leave per year plus 4 additional weeks of unpaid leave if concurrent with OFLA.

You are eligible for OR PFML if your earnings from all employers total at least \$1,000 during the base year (first 4 of the last 5 completed quarters or the 4 most recently completed quarters).

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

- You are eligible for OR PFML if your earnings from all employers total at least \$1,000 during the base year (first 4 of the last 5 completed quarters or the 4 most recently completed quarters). You do not need to work a minimum number of days at Albertsons Companies to be eligible to receive benefits.

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 OFLA.

OFLA

Oregon Family Medical Leave Act

- To be eligible for job protection, you must have worked an average of 25 hours per week for 180 days. OFLA runs concurrent with FMLA.

OR PFML

Oregon Paid Family and Medical Leave

- OR PFML offers job protection once you have been with Albertsons Companies for more than 90 calendar days. You may still be eligible for and take OR PFML before the 90 days of employment, however your job is not protected during your leave. PFML 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 OR PFML.
- How to apply for STD benefits through The Hartford.
- Contact information for OR PFML and The Hartford.