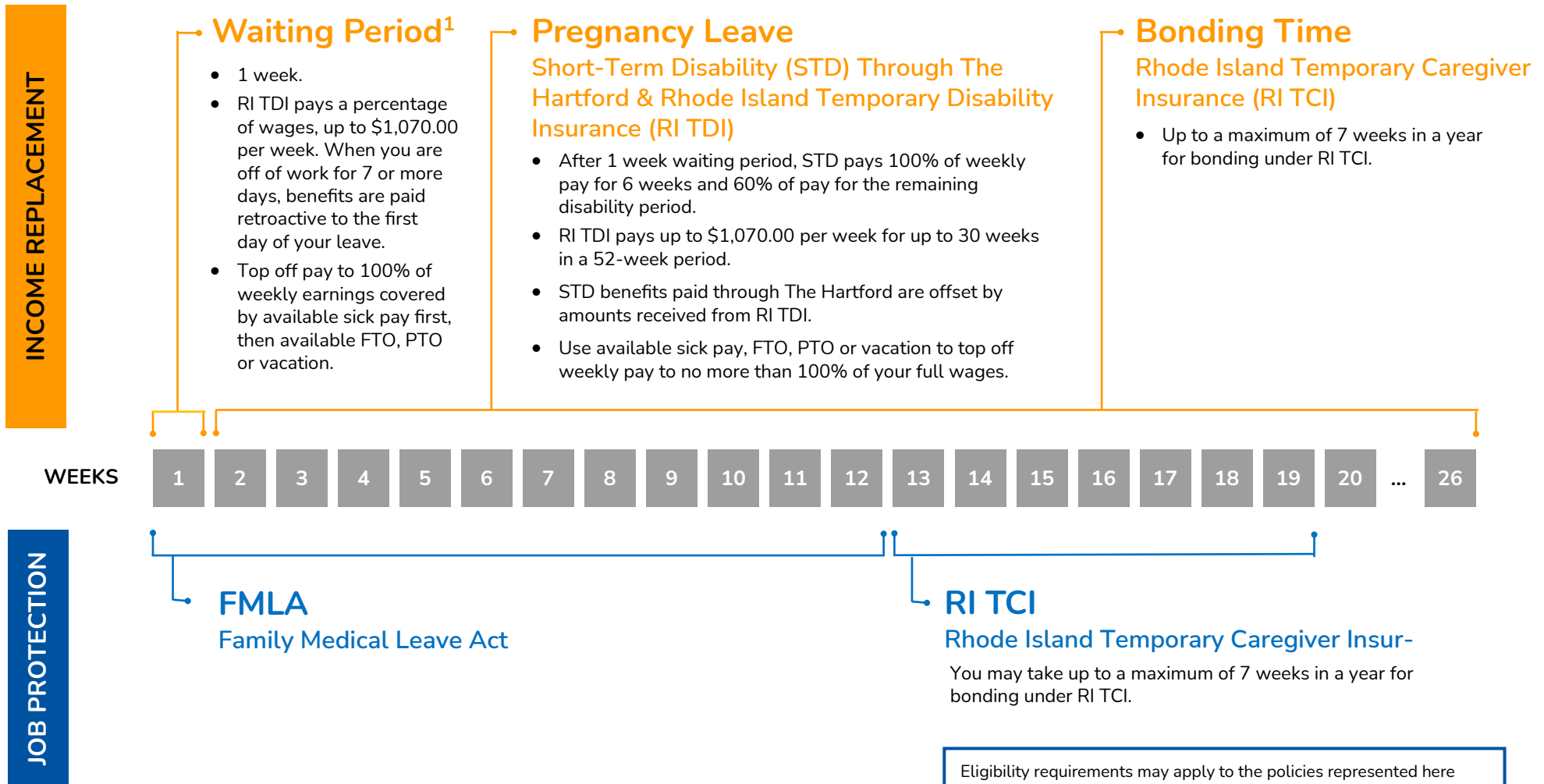


# Albertsons Companies Pregnancy Leave for Rhode Island Associates

(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 Rhode Island Associates

When you're unable to work due to your own pregnancy and bonding, you may be eligible for job protection for up to 12 weeks under FMLA and up to 6 weeks under RI TCI. Your income may be replaced by various programs available to you.

Under RI TDI, 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.

RI TCI may be used to bond with a child within one year of the child's birth or placement for foster care or adoption.

## 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.

### RI TDI

#### Rhode Island Temporary Disability Insurance

You are generally eligible for RI TDI if you:

- Earn \$16,800 in base period wages, or
- Meet all 3 of these earnings requirements: (1) \$2,800 in one of the base period quarters and (2) total base period wages of at least 1.5 times the highest quarter earnings, and (3) total base period earnings of at least \$5,600.

STD benefits through The Hartford are offset by amounts received from RI TDI which start week 1 and pay up to \$1,070.00 per week.

### RI TCI

#### Rhode Island Temporary Caregiver Insurance

You are generally eligible for RI TCI if you:

- Earn \$16,800 in base period wages, or
- Meet all 3 of these earnings requirements: (1) \$2,800 in one of the base period quarters and (2) total base period wages of at least 1.5 times the highest quarter earnings, and (3) total base period earnings of at least \$5,600.

## 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 RI TDI.

### RI TCI

#### Rhode Island Temporary Caregiver Insurance

You are generally eligible for RI TCI if you:

- Earn \$16,800 in base period wages, or
- Meet all 3 of these earnings requirements: (1) \$2,800 in one of the base period quarters and (2) total base period wages of at least 1.5 times the highest quarter earnings, and (3) total base period earnings of at least \$5,600.

## 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 RI TDI.
- How to apply for STD benefits through The Hartford.
- Contact information for RI TDI and The Hartford.