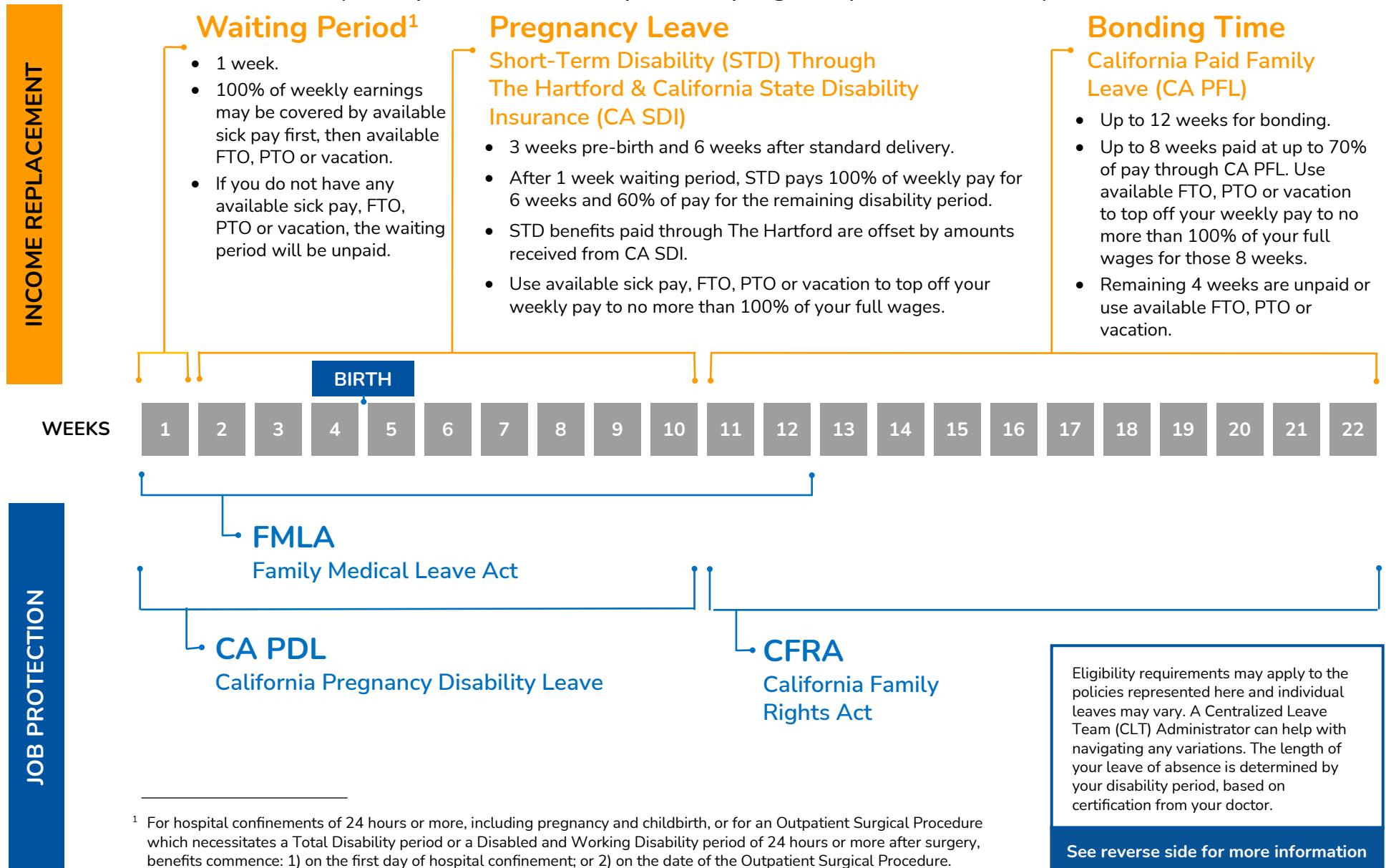


Albertsons Companies Pregnancy Leave for California Associates

(Example for an uncomplicated pregnancy and childbirth)



Albertsons Companies Pregnancy Leave for California Associates

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

For an **uncomplicated pregnancy**, a typical disability period is up to 4 weeks before delivery and 6 to 8 weeks after delivery. Your disability period may be shorter if your doctor certifies that you are able to work.

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.

CA SDI

California State Disability Insurance

- To be eligible for CA SDI coverage, you must meet the eligibility requirements as described on the California EDD website (<https://edd.ca.gov/en>).
- To be eligible to receive CA SDI benefits, your licensed doctor/practitioner must certify your disability, and you must meet the requirements as described on the California EDD website (<https://edd.ca.gov/en>).

Bonding Time

California Paid Family Leave (CA PFL)

- Up to 70% of weekly earnings (taxable), up to a weekly maximum of \$1,681.
- You can take up to 12 weeks of bonding time within 1 year of birth. You do not have to use all 12 weeks immediately after your disability benefits end. Bonding time may be used in 2 week increments, except on 2 occasions where it may be in increments of less than 2 week

For a **complicated pregnancy or delivery by caesarean section**, a pregnancy-related disability may be longer.

After your pregnancy disability, your job is protected up to 12 weeks under CFRA.

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 CFRA and CA PDL.

CA PDL

California Pregnancy Disability Leave

- To be eligible for job protection, you must be disabled by pregnancy, childbirth, or a related medical condition. CA PDL runs concurrent with FMLA and separate from CFRA.

CFRA

California Family Rights 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. CFRA runs concurrent with FMLA and separate from CA PDL.

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 and CA PFL benefits through CA SDI.
- How to apply for STD benefits through The Hartford.
- Contact information for CA SDI, CA PFL, and The Hartford.