

Albertsons Companies Pregnancy Leave for Hawaii Associates

(Example for an uncomplicated pregnancy and childbirth)

INCOME REPLACEMENT

JOB PROTECTION

Waiting Period¹

- 1 week.
- 100% of weekly earnings may be covered by available sick pay first, then available FTO, PTO or vacation.
- If you do not have any available sick pay, FTO, PTO or vacation, the waiting period will be unpaid.

Pregnancy Leave

Short-Term Disability (STD) and Hawaii Temporary Disability Insurance (HI TDI) Through The Hartford

- 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 HI TDI).
- HI TDI pays associates up to 58% of weekly pay up to a maximum of \$837.
- Use available sick pay, FTO, PTO or vacation to top off your weekly pay to no more than 100% of your full wages.

Bonding Time

Hawaii Family Leave Law (HI HFLL)

- HI HFLL gives you the right to take up to 4 weeks of unpaid parental or bonding leave in Hawaii in any calendar year. You can take 4 weeks all at once immediately after the birth, or you can take time in smaller segments during the first year of the baby's life.

WEEKS



FMLA
Family Medical Leave Act

HI HFLL
Hawaii Family Leave Law

The state's family leave law gives you the right to take up to four weeks of parental or bonding leave in Hawaii in any calendar year. See reverse side for eligibility requirements.

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

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.

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When you are unable to work due to your own pregnancy, you may be eligible for job protection under FMLA and HI HFLL. Your income may be replaced by various programs available to you.

Under HI TDI, associates taking a pregnancy or childbirth related leave are entitled to up to 26 weeks of paid leave with an unpaid 7-day waiting period.

HI HFLL gives you the right to take up to 4 weeks of unpaid parental or bonding leave in Hawaii in any calendar year.

You can take 4 weeks all at once immediately after the birth, or you can take the time in smaller segments throughout the first year of the baby's life.

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.

HI TDI

Hawaii Temporary Disability Insurance Through The Hartford

- To be eligible for HI TDI benefits, you must have at least 14 weeks of Hawaii employment during each of which you were paid for 20 hours or more and earned no less than \$400 in the 52 weeks preceding the first day of disability. The 14 weeks need not be consecutive nor with only one employer.

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 HFLL.

HI HFLL

Hawaii Family Leave Law

- To be eligible for leave under HFLL, you must have worked for Albertsons Companies for at least 6 consecutive months prior to the start of your leave. Unlike FMLA, there is no "minimum hours worked" requirement. HFLL runs concurrent with HFLL.

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 under HI TDI and STD through The Hartford.
- Contact information for HI HFLL and The Hartford.