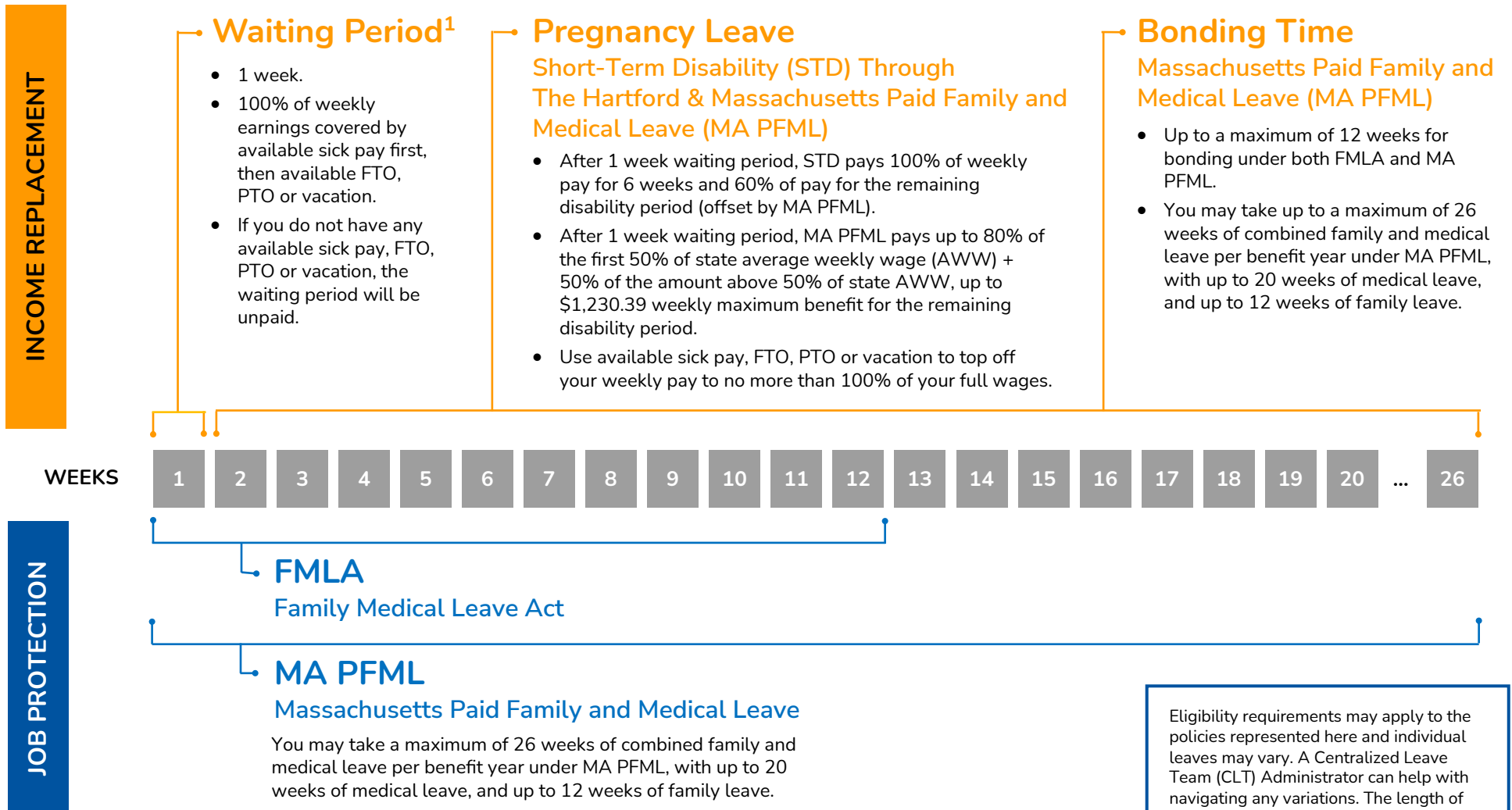


# Albertsons Companies Pregnancy Leave for Massachusetts Associates

(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 Massachusetts 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 up to 26 weeks combined medical and family leave under MA PFML. 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.

It is easier to take your medical leave before your family leave as you won't have a second 7-day waiting period once you begin your leave to bond with your child.

You may take a maximum of 26 weeks of combined family and medical leave per benefit year under MA PFML, with up to 20 weeks of medical leave, and up to 12 weeks of family leave.

## 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.

### MA PFML

#### Massachusetts Paid Family and Medical Leave

- You become eligible for MA PFML after earning \$6,300 in wages for worked performed in Massachusetts during the previous 4 calendar quarters. In addition, you must have earned at least 30 times the benefit amount you are eligible to receive.
- To be eligible to receive MA PFML benefits, your healthcare provider must provide a statement that you have a serious health condition, and that you cannot work due to the condition. The statement must also include the probable duration of your serious health condition and the date the serious health condition started.

## 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 MA PFML.

### MA PFML

#### Massachusetts Paid Family and Medical Leave

- You become eligible for MA PFML after earning \$6,300 in wages for worked performed in Massachusetts during the previous 4 calendar quarters. In addition, you must have earned at least 30 times the benefit amount you are eligible to receive. MA PFML runs concurrent with FMLA.

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