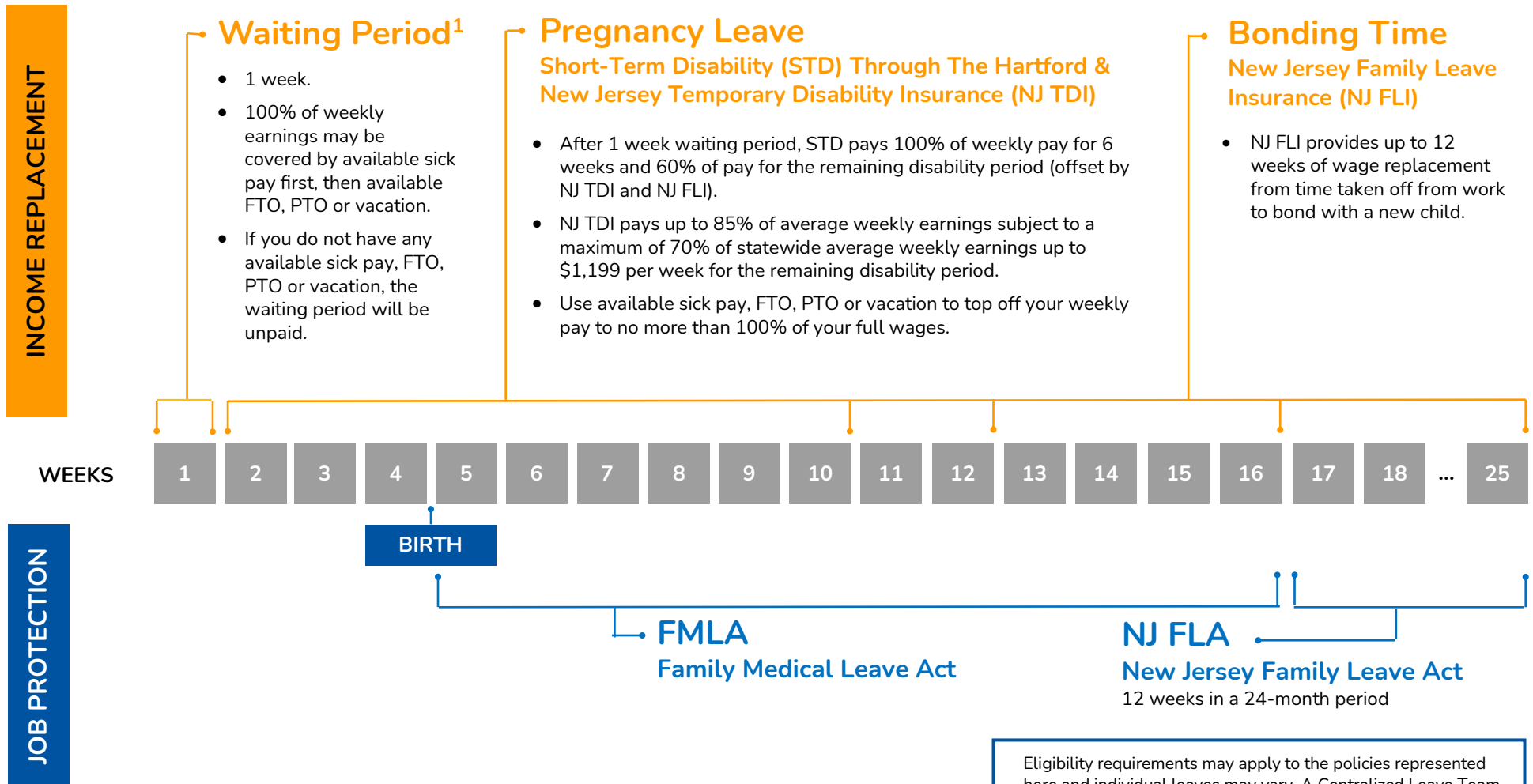


# Albertsons Companies Pregnancy Leave for New Jersey Associates

(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 New Jersey Associates

When you're out on pregnancy leave, your income may be partially replaced by different programs available to you. You may also be eligible for job protection.

Under NJ TDI and NJ FLI, associates taking a pregnancy, childbirth or bonding related leave are entitled to up 85% of your weekly wage up to a maximum of \$1,199.

NJ FLI provides benefits so you can bond with your newborn. You have two options. You can take 12 weeks all at once immediately after the birth, or you can take 8 weeks in smaller segments throughout the first year of the baby's life.

NJ TDI and NJ FLI do not offer job protection. However, job protection may be available through the New Jersey Family Leave Act (NJ FLA).

## 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.

### NJ TDI

#### New Jersey Temporary Disability Insurance Through The Hartford

- To qualify for NJ TDI, you must have worked 20 weeks earning at least \$310 weekly, or have earned a combined total of \$15,500 in those four quarters (the base year). Your regular base year period consists of 52 weeks and is determined by the date you apply for Temporary Disability Insurance benefits.

### NJ FLI

#### New Jersey Family Leave Insurance Through the State

- The minimum earnings requirement for Temporary Disability and Family Leave Insurance are the same. Therefore, if you received Temporary Disability benefits from the state for your pregnancy and postpartum recovery, you automatically meet the minimum earnings requirement for Family Leave 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 NJ FLA.

### NJ FLA

#### New Jersey Family Leave Act

- To be eligible for job protection under NJ FLA, you must be employed by Albertsons Companies for at least 12 months and have worked at least 1,000 hours.
- If you are eligible, NJ FLA 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 family leave benefits through NJ FLI.
- How to apply for STD and NJ TDI benefits through The Hartford.
- Contact information for NJ TDI, NJ FLI and The Hartford.