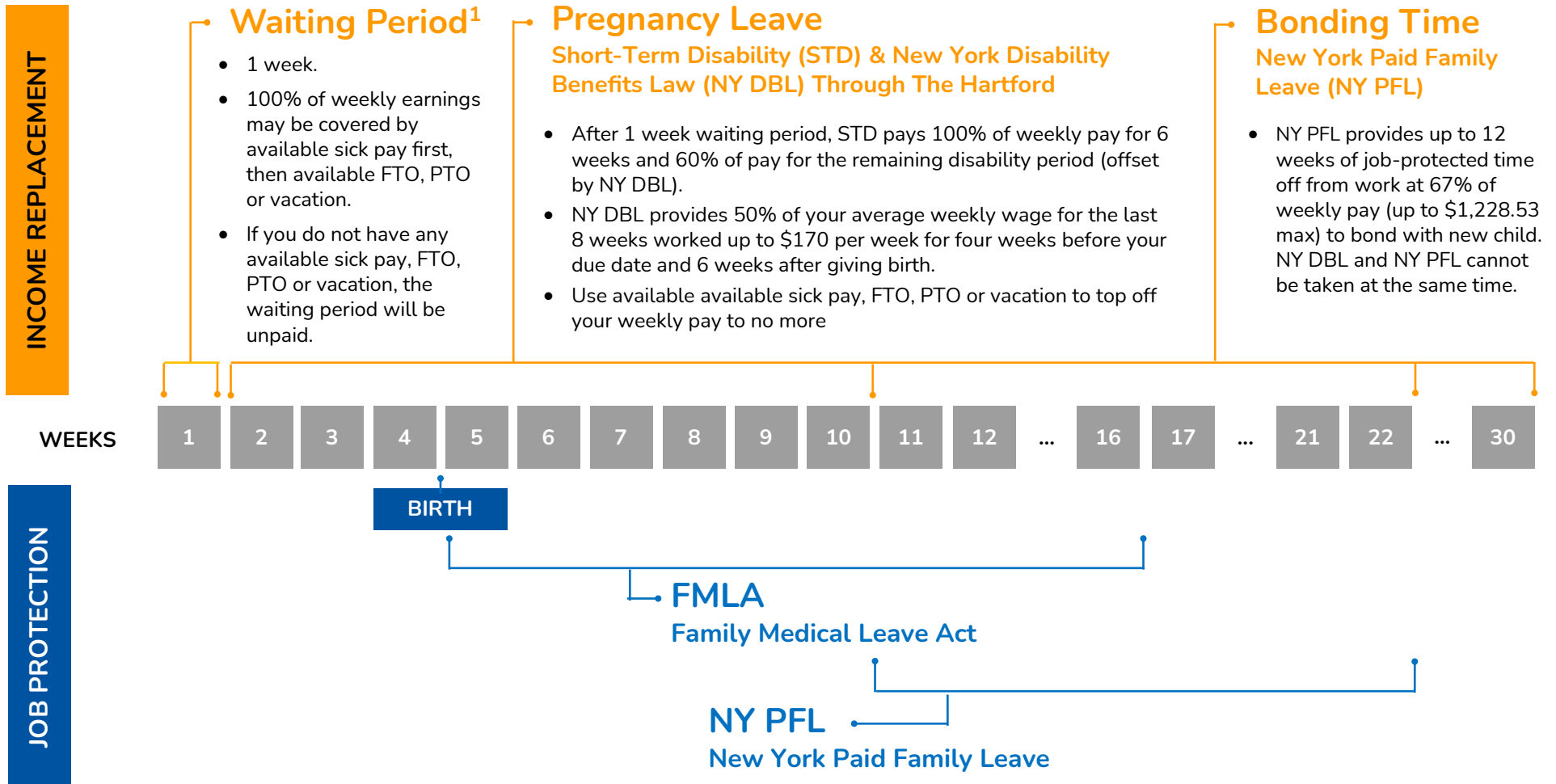


# Albertsons Companies Pregnancy Leave for New York Associates

(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 York 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.

For NY DBL, a typical disability period for a standard pregnancy and birth is 10 weeks — 4 weeks before your due date and 6 weeks after for a vaginal birth. For a C-section, you have 8 weeks after the birth (for a total of 12 weeks).

NY PFL provides benefits and job protection so parents can bond with their newborn. Your combined total disability leave and Paid Family Leave in any 52 week period may not exceed 26 weeks.

## 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.

### NY DBL

#### New York Disability Benefits Law Through The Hartford

You are eligible for benefits under NY DBL:

- After 26 consecutive weeks of employment if regularly working 20 or more hours per week, OR
- After 175 days worked if regularly working less than 20 hours per week.

### NY PFL

#### New York Paid Family Leave

You are eligible for benefits under NY PFL:

- After 26 consecutive weeks of employment if regularly working 20 or more hours per week, OR
- After 175 days worked if regularly working less than 20 hours per week.

## 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 NY PFL.

### NY PFL

#### New York Paid Family Leave

You are eligible for job protection under NY PFL:

- After 26 consecutive weeks of employment if regularly working 20 or more hours per week, OR
- After 175 days worked if regularly working less than 20 hours per week.

If you are eligible, NY PFL 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 under NY DBL, STD or LTD through The Hartford.
- Contact information for NY TDI, NY PFL and The Hartford.