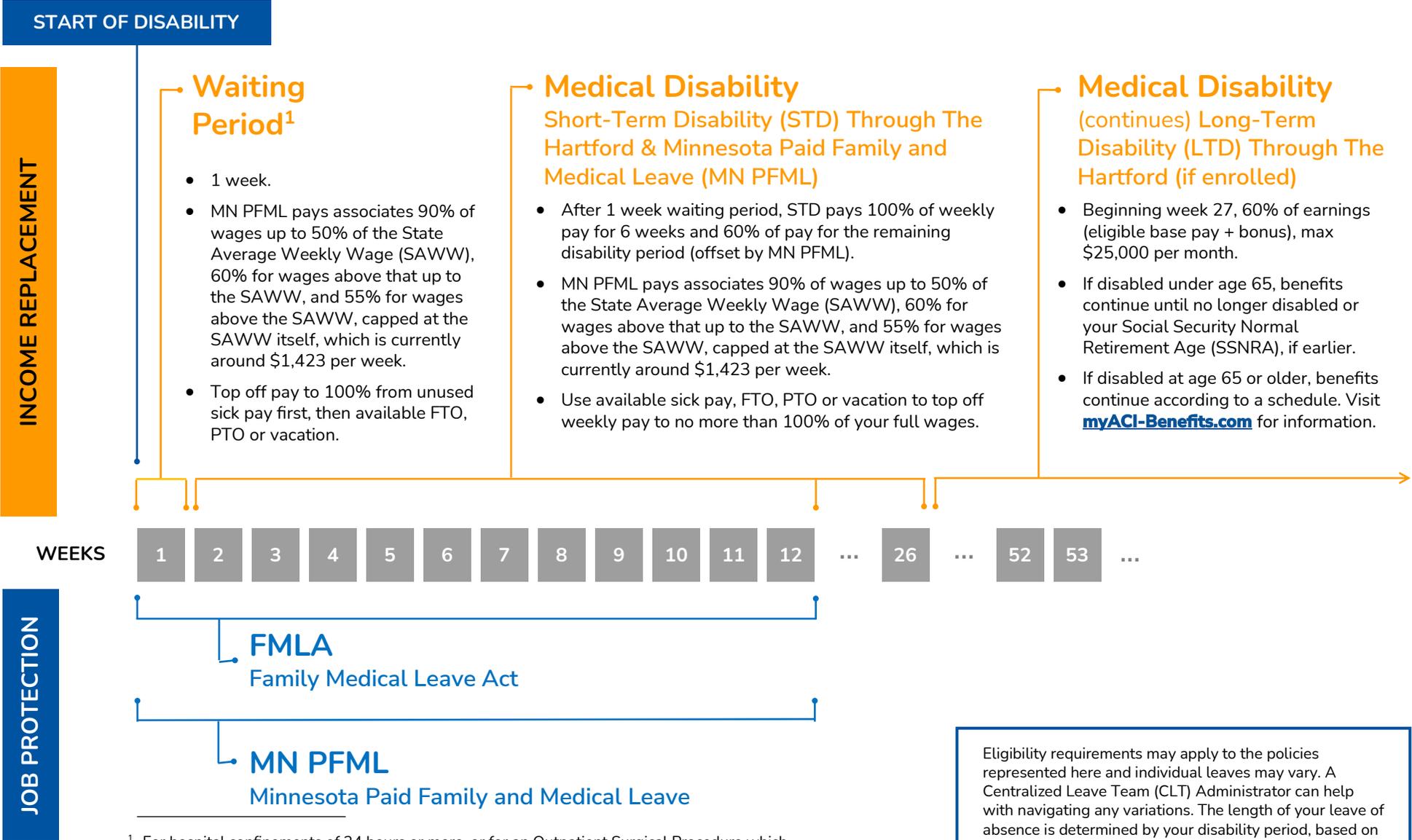


# Albertsons Companies Medical Leave for Minnesota Associates



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When you're unable to work due to your own illness or injury, you may be eligible for job protection for up to 12 weeks under FMLA and for up to 12 weeks with MN PFML. Your income may be replaced by various programs available to you.

For the first 12 weeks you are disabled, your income is partially replaced by STD insurance through The Hartford and MN PFML. MN PFML ends after 12 weeks. STD benefits through The Hartford may continue.

If you remain disabled after 26 weeks, your income may be partially replaced by LTD insurance through The Hartford if you are eligible and have enrolled in this coverage.

## 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.

### MN PFML

#### Minnesota Paid Family and Medical Leave

- You are eligible for MN PFML if you have earned at least \$3,900 (5.3% of the state's annual average wage) in Minnesota during the 12 months prior to your leave. This total can be reached by combining earnings from multiple jobs.

### LTD

#### Long-Term Disability Through The Hartford

- To be eligible for LTD coverage, you must be in an eligible classification as defined by Albertsons Companies, have satisfied the waiting period for your benefits to become effective and you must be enrolled in long-term disability.
- To be eligible to receive LTD 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.

## ELIGIBILITY FOR JOB PROTECTION

### FMLA

#### Family Medical Leave Act

- To be eligible, 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 MN PFML.

### MN PFML

#### Minnesota Paid Family and Medical Leave

- MN PFML offers job protection once you worked for Albertsons for at least 90 calendar days prior to the start of your leave. MN 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 medical leave benefits through MN PFML.
- How to apply for STD or LTD benefits through The Hartford.
- Contact information for MN PFML and The Hartford.