Learn how to request a pregnancy leave of absence at myACI-Benefits.com.

Albertsons Companies Pregnancy Leave for District of Columbia (DC) Associates

(Example for an uncomplicated pregnancy and childbirth)

INCOME REPLACEMENT

Waiting Period[1]

- 1 week.
- DC PFML generally pays up to 90% of weekly pay, up to $1,100.
- Top off pay to 100% of weekly earnings covered by available sick pay first, then available FTO, PTO or vacation.

Pregnancy Leave

Short-Term Disability (STD) Through The Hartford & District of Columbia Universal Paid Leave (DC UPL)

- After 1 week waiting period, STD pays 100% of weekly pay for 6 weeks and 60% of pay for the remaining disability period.
- DC UPL pays up to $1,100 per week.
- STD benefits paid through The Hartford are offset by amounts received from DC UPL.
- Use available sick pay, FTO, PTO or vacation to top off weekly pay to no more than 100% of your full wages.

Bonding Time

District of Columbia Universal Paid Leave (DC UPL)

- DC UPL generally pays up to 90% of weekly pay, up to $1,100, for up to 12 weeks of leave for pregnancy and bonding.

WEEKS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	...	26

JOB PROTECTION

FMLA

Family Medical Leave Act

DC FMLA

District of Columbia Family Medical Leave Act

You may take up to a maximum of 14 weeks of combined prenatal leave (2 weeks) and bonding leave (12 weeks), within a 12-month period.

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.

Albertsons Companies Pregnancy Leave for District of Columbia (D.C.) 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 DC FMLA. 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.

Under DC UPL, you may also receive up to 2 weeks prenatal 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.

DC UPL

District of Columbia Universal Paid Leave

- A covered employee is someone who:
  - ◊ Spends more than 50 percent of their work time in DC; or
  - ◊ Is based in DC, regularly works a substantial amount of time in DC, and works not more than 50% of time in another jurisdiction.
- STD benefits through The Hartford are offset by amounts received from DC UPL which start week 1 and pay up to $1,100 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 you leave begins. FMLA runs concurrent with DC UPL and DC FMLA.

DC FMLA

District of Columbia Family Medical Leave Act

- You must have worked at least 1,000 hours, including any paid vacation, sick, personal or holiday time, during the 12-month period immediately preceding the request for family or medical leave. You must be employed by the same employer for 1 year without a break in service except for regular holiday, sick, or personal leave. DC FMLA runs concurrent with FMLA and DC UPL.

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 through DC UPL.
- How to apply for STD benefits through The Hartford.
- Contact information for DC UPL and The Hartford.