



Quick Reference Guide:

Paid Family Medical Leave benefits in Washington State

If you work in Washington State, you may be eligible for the state's Paid Family Medical Leave (PFML) benefits in addition to Walmart's Leave of Absence (LOA) benefits. Here's how to apply for both:

Step 1

File a Walmart leave of absence claim through Sedgwick at mySedgwick on One.Walmart.com/LOA or calling **800-492-5678**.

Step 2

To initiate your claim with the state of Washington, go to paidleave.wa.gov.

Remember to file your claim with the state as soon as possible. Waiting too long could cause your benefits to be denied for both the Washington PFML and Walmart disability.

If you have questions about WA PFML, contact the state at **833-717-2273**.

Step 3

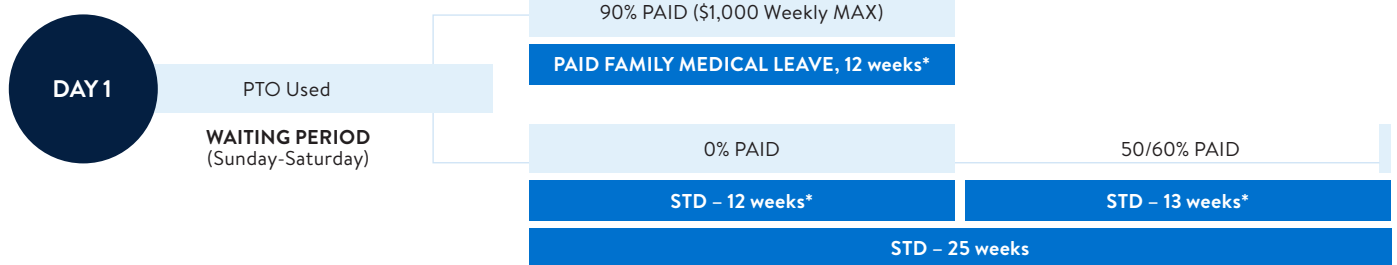
Washington will send you an award letter outlining your benefits if your PFML claim is approved. As soon as you get it, send a copy of the letter to Sedgwick. This will help them determine if you're eligible for additional benefits from Walmart, including longer job protection while you're on a leave of absence.

What about short-term disability?

If you're eligible for Walmart's short-term disability (STD) benefit as well as Washington's PFML, Walmart will supplement the state benefit with short-term disability benefits through Sedgwick. Keep in mind that your total paid disability benefits (PFML plus short-term disability) won't exceed 100% of your pay. Also, if the WA PFML benefit pays more than your Walmart STD benefit, your Walmart benefit won't begin to pay until the WA PFML benefit runs out. See the example below.

What is the pay process?

Washington Full-Time Hourly STD Example



*Time could vary depending if multiple events occur in a year.

Please note: Because your disability payments are based on your pay as of your last day at work, you won't get any pay increases until you come back.

Use your paid time off (PTO)

Did you know you can use PTO to get paid during any waiting periods? If you're a Salaried associate, just let Sedgwick know if you'd like to use your PTO while on leave. Hourly associates would still need to go to their facility in order to be paid for used PTO.

The amount you receive in benefits can't be more than your pay. So if you use your PTO while on PFML, that may result in a reduced benefit from the state. Talk to Washington's PFML experts at **833-717-2273** to learn more.