



Leave and Disability Checklist

While you're away, your benefits stay with you.

Get support for your well-being and your finances while you're away from work. This checklist shows you where you can find help during your extended leave. Download it and keep it with you so you can check things off as you go.

Support during your leave

- ☐ GET HELP WITH LIFE'S CHALLENGES
- ☐ ACCIDENT OR ILLNESS?
- ☐ FILE A DISABILITY CLAIM
- ☐ PILOTS
- ☐ DRIVERS
- ☐ GET HELP WITH YOUR BENEFITS
- ☐ PAYING FOR YOUR BENEFITS

BENEFITS IN DETAIL

See the [Associate Benefits Book](#) for additional information about your benefits and eligibility.



Support during your leave

☐ MY MENTAL HEALTH RESOURCES

Get confidential emotional wellness and support - how, where and when you need it. Through our mental health partner, Lyra, you and your eligible family members can access 20 free therapy or mental health coaching sessions per person, per year, along with digital wellness tools anytime, anywhere.

- Learn more: One.Walmart.com/Lyra
- Lyra: [800-825-3555](tel:800-825-3555)

☐ ACCIDENT OR ILLNESS?

If you're on leave due to a covered accident or illness, you may be eligible for a benefit payment if you enrolled in accident or critical illness insurance. Visit [Allstate](#) or call [800-514-9525](tel:800-514-9525).

- Learn more: One.Walmart.com/Accident
- Learn more: One.Walmart.com/Critical

☐ FILE A LEAVE OF ABSENCE CLAIM

If you're not able to work due to illness, injury, or pregnancy, disability coverage can provide financial support while you're away. Eligibility and state variations apply.

- Visit mySedgwick.com or call [800-492-5678](tel:800-492-5678) for help or to file a claim.
- Learn more about short-term disability: One.Walmart.com/ShortTermDisability
- Learn more about long-term disability: One.Walmart.com/LongTermDisability

☐ PILOTS

For purposes of benefits provided under the short-term disability plan, “disabled” or “disability” means that

- You are unable to perform the essential duties of your job for your normal work schedule, ***or a license required for your job duties has been suspended due to a mental or physical illness or injury***, or pregnancy, and
- You are under the continuous care of a qualified doctor and are following the course of treatment prescribed by your doctor.

Disability benefits are payable during a loss of license only while you are disabled and pursuing reinstatement of your license on a timely basis.

- Timely pursuit of reinstatement means you apply for reinstatement when your condition meets the criteria, and you provide information and forms requested by the licensing agency on a timely basis until your license is reinstated.
 - Loss of license by itself is not sufficient for meeting the definition of disability.
 - Pilots must report all Provider and FAA appointments to Sedgwick to ensure all leave of absence dates are accurate.

Drivers

Disability benefits are payable during a loss of license only while you are disabled and pursuing reinstatement of your license on a timely basis.

- Timely pursuit of reinstatement means you apply for reinstatement when your condition meets the criteria, and you provide information and forms requested by the licensing agency on a timely basis until your license is reinstated.
- Loss of license by itself is not sufficient for meeting the definition of disability.
- The determination of whether you are disabled is made by Sedgwick based on objective medical evidence, which consists of facts and findings, including but not limited to X-rays, laboratory reports, tests, consulting physician reports as well as reports and chart notes from your physician.

GET HELP WITH YOUR BENEFITS

Questions about using your benefits while you're away? Give People Services a call: [800-421-1362](tel:800-421-1362).

PAYING FOR YOUR BENEFITS

Your share of the cost for your benefits is normally taken out of your paycheck automatically. If you're away on leave, things work a bit differently.

- If you're on an approved short-term disability claim, your benefits payments will be automatically deducted from your disability check or direct deposit in most states.
- If you don't have an approved short-term disability claim, you'll need to cover your benefits payments yourself.

Here's how to make payments:

- Pay online through the Payment Portal at One.Walmart.com/Enroll
- Pay by phone at [800-421-1362](tel:800-421-1362)
- Mail payments to:

Walmart People Services
P.O. Box 1039
Department 3001
Lowell, AR 72745-1039