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What is walmart's maternity leave policy

In general, a leave of absence isn't paid—it's an extended time away from work. That said, there are options, including short-term disability benefits or using your earned PTO, to help maintain your income while you're away from work on an approved LOA. Sign up for 2-step verification at work before your LOA for quick, secure access to your claims, benefits, PTO, and payroll information while you're away. Depending on your circumstances, your options can include: Paid time off (PTO) You can use earned PTO to cover your income while you're away. If you submit a short-term disability claim, you can use earned PTO for the seven-calendar-day unpaid waiting period before your approved claim starts. To learn more about PTO, click here. Short-term disability benefits: If you have a serious medical condition requiring a leave for more than seven calendar days, we've got a benefit for that. To initiate a short-term disability claim, reach out to Sedgwick. Remember, you have a seven-calendar day waiting period before short-term disability benefits start. To get paid during that waiting period, you can use your available PTO. Refer to the Paid Time Off (PTO) policy for more details. Once Sedgwick approves your short-term disability claim: Full-time hourly associates: Get 50% of their average weekly wage for up to 25 weeks under the short-term disability basic plan. If your disability-related leave began before March 1, 2021, there's still a \$200 weekly maximum. Get 60% of their average weekly wage for up to 25 weeks with no weekly maximum under the short-term disability enhanced plan. Associates in CA, HI, NJ, NY and RI will receive short-term disability pay through their state's disability program, which may have different benefits and maximums. *Please note: Your paid leave benefits, including disability payments, are based on your average wages on the last day worked before your leave begins. These benefits will not be affected by any events that affect pay during your leave. If you are a Workday-based associate and are on leave when a pay increase occurs, your pay change will appear in Workday but any paid leave benefits will not change. The exception is PTO: pay changes will be applied to any PTO used on or after their effective date. Special Information for Associates Working in the following states This benefit supports new mothers with up to 9 weeks of protected paid time away from work at 100% of their average weekly pay with the first seven-calendar-day waiting period unpaid. Who's eligible: All full-time hourly are eligible for maternity benefits. Here's how it works: Full-time hourly associates - eligible following 12 months of service Part-time and temporary associates - not eligible You can take up to 9 weeks of protected paid Maternity Leave, following a seven-calendar-day unpaid waiting period. You'll receive 100% of pay (based on average weekly wages). You can also use the parental benefit (see below) for an additional six weeks, for a total of 16 weeks of protected paid leave. This maternity benefit is part of our short-term disability benefit. There's a seven-day unpaid waiting period before benefit start; you can use earned PTO to get paid during that waiting period. Because this benefit is part of Walmart's short-term disability coverage, you'll need to file a claim with Sedgwick. It's important to file before the baby's due date to make sure your benefits are paid right away. Here's how it adds up to 16 weeks of paid protected leave: The parental benefit supports associates who become a parent through a birth, adoption or foster-care placement with up to six-weeks of protected paid time away from work. Who's eligible: It's available to all full-time associates who become a parent through a birth, adoption, or foster-care placement and who've worked at Walmart for at least 12 months as of date of child's birth, and to eligible associates in all states, including California and other Paid Parental Leave States. The associates must be eligible when they become new parents in order to receive this benefit. (Except for associates working in Washington State as you may be eligible for state benefits if you became a parent through birth, adoption, or foster-case placement in 2019. See the state's website for more details How it works: Eligible associates can take up to six weeks of protected paid parental leave. Time away needs to be taken continuously. You can take time at any point in the 12 months following the date you became a new parent. Special Information for Associates Working in the following states Questions? You can review the full Hourly LOA policy to learn about these benefits or call the People Services team at 800-421-1362 for more details. Long-term Disability Long-term disability (LTD) coverage can pick up where your short-term disability coverage ends. Depending on which plan you choose to enroll for, LTD provides up to 50% or 60% of your average monthly wage. Certain maximums apply, and other benefits or income may reduce your payments. Learn more about long-term disability by going to the 2020 Associate Benefits Book with 2021 Summary of Material Modifications. Legacy time If you had a balance of sick time, personal time, or both before the PTO program took effect on March 5, 2016, those balances are kept in separate accounts for you to use under certain circumstances. Personal time. You can use your existing personal time for any reason once you've used all your PTO and Protected PTO. Sick time. You can also use your sick time when you miss work to care for a sick family member or for your own illness. You don't have to use all your PTO and Protected PTO first. Associates in North Carolina who have used all of their PTO and Protected PTO can use up to 80 hours of sick time for the unpaid portion of a parental leave. Using your time To use your PTO or personal time, go to the Global Time & Attendance Portal (GTAP) or talk to the People Partner at your facility. To use sick time you'll need to talk to your People Partner. Military Leave If the pay you receive while on an approved Military Leave is less than your Walmart pay, Walmart will make up the difference with a pay differential under qualifying conditions to get you to your Walmart pay level. For details, see the Military Leave policy. Working at Walmart while pregnant? Recovering from childbirth? Temporarily need to stop lifting heavy boxes, need more water breaks, or other assistance? With Walmart's new policy, you don't have to choose between your paycheck and your health. The new Walmart policy allows employees who are pregnant, breastfeeding, or recovering from childbirth to ask for job adjustments, reasonable accommodations, and now, Temporary Alternative Duty—a program that, in most states, Walmart has previously reserved only for workers with on-the-job injuries. Here are some examples of accommodations that you might need at work: Light duty or a temporary transfer to a less physically demanding position; Breaks to drink water; Occasional breaks to rest; Time off for recovery from childbirth; Changes to your work environment (for example, avoiding toxins); or A modified work schedule. If you have a limitation because you are pregnant, breastfeeding, recovering from childbirth, or have a related condition, and work for Walmart, then you may be covered. This includes part-time workers. Walmart should provide a "reasonable accommodation" to keep you healthy and safe at work while you have a limitation due to pregnancy, breastfeeding, recovering from childbirth, or a related condition. A "reasonable accommodation" means an adjustment that allows you to do your job and doesn't place too great a burden on your employer. These rights under Walmart's national policy should apply in most states. In a handful of states, Walmart has state-specific policies that may give you more rights during or after pregnancy. To learn more about your specific rights, check the "Accommodations in Employment - (Medical-Related) Policy" on the Wire and speak to your manager. And for more information on laws in your specific state or locality, please visit this overview. Walmart may deny your request if the accommodation would create an "undue hardship" meaning that it would be too difficult or expensive for them. Given that Walmart is a large employer and it has many different kinds of positions, this may be hard for them to show. Also, Walmart may deny your request if, even with some assistance, it's too hard for you to do the main things that your job requires. In this circumstance, Temporary Alternative Duty might be available to you, which means Walmart could temporarily assign you to a different position. In addition, if Walmart accommodates other employees (who are not pregnant) even when it's hard, or even when these employees can't perform the essential functions of their jobs, then you might be able to use this to show that denying your accommodation is pregnancy-based discrimination. Remember, if you cannot perform the essential functions of your job, then under the new policy, Walmart should consider giving you Temporary Alternative Duty. It's a little murky. According to the policy, to qualify for a job adjustment, such as having a chair or a water bottle at your workstation, you need to have a "limitation" based on pregnancy, breastfeeding, recovery from childbirth, or related condition. If you'd like to seek a bigger accommodation such as a modified work schedule or changing some job functions, you must have a "temporary impairment" caused by pregnancy, breastfeeding, recovery from childbirth, or related condition. To qualify for such an accommodation you will still need to be able to complete the essential functions of your job. The legal standard for a disability requires that you be limited in a "major life activity" but you do not need to meet that standard if you are pregnant at Walmart. You may be entitled to Temporary Alternative Duty—or being assigned to a new position temporarily—if you cannot perform the essential functions of your job with a reasonable accommodation or job adjustment. A Better Balance, the National Women's Law Center, and Mehri & Skalet LLC, three legal groups, are representing numerous workers in their pregnancy discrimination claims against Walmart, and they are working to ensure that Walmart enforces the new policy. OUR Walmart, a nonprofit, also advocates for pregnant workers at Walmart. Get help to fight for your rights! Call A Better Balance at (212) 430-5982 or contact the National Women's Law Center here to talk to someone about your rights and to see if we can help. You can also reach out to your local OUR Walmart chapter for additional support in the workplace. Help educate your coworkers about the new Walmart policy by sharing this webpage. View the policy here. Ask your supervisor about the policy and let us know what they say! This webpage is designed to assist you in understanding your rights at work when pregnant. It is always advisable to consult with an attorney as soon as possible if you think your rights have been violated.

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