

Grainger Disability Benefit Administration Update

Quick Facts & FAQs

As of March 1, 2022, any disability benefits you receive from Grainger will be *offset* by any state disability benefits you are eligible to receive. Offsets are common practice in disability coverage and allow Grainger to deduct from your regular benefit other types of income you receive or are eligible to receive from other sources due to your disability.

If you are a team member who lives in California, Connecticut, Hawaii, Massachusetts, New Jersey, New York, Rhode Island, or Washington, there are two steps you will need to take when applying for disability benefits:

- File a claim with AbsenceOne (administered by Sedgwick). Call 1-888-477-3781 and select option 3, then follow the prompts for Leaves & Disability.
- Apply with your state to receive benefits. Information about your state’s disability program will be included in the letter you receive after filing a claim with AbsenceOne. Upload the award, denial or reduction letter documentation to AbsenceOne.

These two steps can be completed concurrently. AbsenceOne will apply the maximum state offset deduction until your award, denial or reduction letter documentation is received.

How you’ll get paid

If you’re eligible, you may receive payments from your state AND from Grainger’s disability program, administered by Sedgwick.

Find information about your state’s disability program

Click on the links below to find information specific to your state’s program(s).

STATE	WEBSITE
CALIFORNIA	www.edd.ca.gov
CONNECTICUT	www.portal.ct.gov
HAWAII	http://hawaii.gov/labor/dcd/abouttdi.shtml
MASSACHUSETTS	www.mass.gov/orgs/department-of-family-and-medical-leave
NEW JERSEY – DISABILITY	https://myleavebenefits.nj.gov/
NEW JERSEY – FAMILY CARE LEAVE	http://lwd.dol.state.nj/labor/tdi/tdiindex.html
NEW YORK – DISABILITY	www.wcb.ny.gov
NEW YORK – FAMILY PAID LEAVE	www.ny.gov/programs/new-york-state-paid-family-leave
RHODE ISLAND	www.dlt.ri.gov/tdi
WASHINGTON	www.paidleave.wa.gov

Quick FAQ

Why are state offsets being put in place?

The intent of disability benefits is to protect your income if you are unable to work due to an extended illness. Accounting for state benefits via offsets ensures you do not receive more money while on disability than you would if you were working.

Can AbsenceOne open my state claim on my behalf?

No. AbsenceOne cannot open a state leave claim for you. You will need to apply with your state then upload the award, denial or reduction letter documentation to AbsenceOne.

What if I do not apply for a state leave? Will I still receive the offset?

Yes. AbsenceOne will apply the maximum state offset deduction until your award, denial or reduction letter documentation is received. You are encouraged to apply for both state and Grainger leaves concurrently.

What if my claim is denied by AbsenceOne? Will the offset still be applied?

The offset will be applied only when/if your leave is approved.

Will the offset be noted on my paystub?

Yes. It will be listed under "After-Tax Deductions."

Where can I find more information on Grainger's disability and leave of absence program?

- Review the [Leave of Absence Programs flier](#) and [Leaves of Absence – Total Rewards site](#) for more information.
- To initiate or check on the status of a claim, contact AbsenceOne.
- For more information on attendance expectations, please review the [Attendance Guidelines](#).

Questions? Call AbsenceOne at 1-888-477-3781 and select option 3, then follow the prompts for Leaves & Disability.