Benefits

Health & Welfare, Retirement, and Work Life Benefits Programs

Health & Welfare Benefit Plans

About Your Health and Welfare Benefit Plans

As a Berkeley Lab employee or Postdoc, you have a choice of benefit plans for you and your eligible family members during your employment. Here you'll find information about the plans, your costs, enrolling and de-enrolling, links to carriers' websites, and more.

- Medical Plans
- Dental Plans
- Vision Plan
- Legal Plan
- Disability Insurance Plans
- Life Insurance Plans
- Accidental Death & Dismemberment (AD&D)
- Flexible Spending Accounts
- Behavioral Health & Substance Abuse
- Business Travel Accident Insurance
- Homeowner/Renter/Auto Insurance
- Senior Management Group Supplemental Benefits Program

New tools help you choose and use benefits wisely

A series of short, educational videos to help employees and their families understand their benefits and use them wisely. Available online and via mobile devices, the videos address some of the complexities of using health insurance and answer basic questions such as what's the difference between an HMO and a PPO, how the plans work, what's covered—and not covered—by the plans, etc. Take time to visit the UC Benefits website to view plan videos.

CONTACTS

If you are an active employee or a Postdoc with inquiries regarding:

- Claims, COBRA, death reporting, eligibility, benefits enrollment, FSAs, inter-campus transfers, life events, Medicare eligibility and enrollment, dependents data changes, premium costs, special enrollment requests, termination

Lab's Benefits Office

Phone (510) 486-6403
Fax (510) 486-6009
Email benefits@lbl.gov
Mail Stop 90P-0101
Building 90P Trailer
Update personal information for LBNL website: https://hris.lbl.gov/self_service/login/

For general benefits information website: UC Benefits Website, UCNet
Family Member Eligibility Verification

Secova at (877) 632-8126

Postdoc Benefits

Lab’s Benefits Office

Phone (510) 486-6403
Fax (510) 486-6009
Email benefits@lbl.gov
Mail Stop 90P-0101
Building 90P Trailer

Update personal information for LBNL website: https://hris.lbl.gov/self_service/login/

Garnett-Powers & Associates

Phone (800) 261-7109
Email PBP@Garnet-Powers.com

Information on Post Doc benefits

If hired before January 1, 2017 website: https://clients.garnett-powers.com/postdoc/lbl/

For your medical plans: http://ucnet.universityofcalifornia.edu/compensation-and-benefits/health-plans/medical/index.html

If hired after January 1, 2017 website: http://www.garnett-powers.com/postdoc/

If you are a retiree, terminated employee, or an active employee with inquiries regarding:

Retirement Health & Welfare Benefit Plans and Services

Retirement Administration Service Center (RASC)

Phone (800) 888-8267 in U.S.
Phone (510) 987-0200 from outside the U.S.
Fax (800) 792-5178
Website: http://ucnet.universityofcalifornia.edu/contacts/rasc.html

Enrollment/Benefit Changes

ELIGIBILITY
Most employees are eligible for benefits, but your benefits package depends on the length of your appointment, how many hours you work, and your appointment type.

Benefits Eligibility for Employees
Benefits Orientation / The Benefits of Belonging (video)

ENROLLMENT
You can enroll yourself and your family members in benefit plans at different times during your career. Here’s a quick rundown of your options.

If you are a new employee
If you have a newly eligible family member
If you are a current employee and become eligible
If you lose other group insurance, you have 31 days from the date you lost your medical coverage to enroll into your Lab sponsor medical, dental, and vision plans. Please complete the Enrollment, Change, Cancellation, or Opt Out—Employees Only Form -UPAY 850 Form and submit to the Benefits office with a copy of the Loss of coverage notice.
**Period of Initial Eligibility (PIE)**

If you are newly hired, you have a period of initial eligibility (PIE) during which you may enroll yourself and your eligible family members. Your PIE starts on the first day of eligibility (for example, the day you begin work in a position that makes you eligible for benefits). The PIE ends 31 days later, or, if the 31st day falls on a weekend, the next work day.

**Medical Cards**

Medical cards should arrive within 6 - 8 weeks after the employee enrolls into their Medical plan. Medical cards are mailed to the employee's home address by the Medical insurance plan.

*If you are a Berkeley Lab (LBNL) Postdoc hired after January 1, 2017 Click Here.*

*If you are a Berkeley Lab (LBNL) Postdoc hired before January 1, 2017:*

These two administrators provide the health and welfare benefit plans for the Berkeley Lab Postdocs:

- The University of California for the mid-level benefit plan coverage including:
  - medical, legal, dependent life, AD&D, and flexible spending accounts


- The Garnett-Powers & Associates for the supplemental postdoc benefit plan coverage including:
  - dental, vision, disability, and life

  Website: [https://www.garnett-powers.com/postdoc/lbl/](https://www.garnett-powers.com/postdoc/lbl/)

**Berkeley Lab Postdoc Benefits Plan Summary** (PDF)

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**New tools help you choose and use benefits wisely**

A series of short, educational videos to help employees and their families understand their benefits and use them wisely. Available online and via mobile devices, the videos address some of the complexities of using health insurance and answer basic questions such as what's the difference between an HMO and a PPO, how the plans work, what's covered—and not covered—by the plans, etc. Take time to visit the UC Benefits website to view plan videos.

**How to enroll**

- **If you have a Social Security Number:**
  - Go to the AYSO (At Your Service Online)
    - Click on "New user and do not have a password?" and follow the prompts to create your own UC benefits account (enter your Social Security Number and Date of Birth when prompted to do so).

- **If you do not have a Social Security Number or if you are a transferring employee to the Lab from another UC campus:**
  - Submit a UPAY 850 Form – Enrollment, Change, Cancellation, or Opt Out—Employees Only Form
    - Send your completed form* to the Lab's Benefits Office:

      In person: Building 90P Trailer, Room129
      By mail: One Cyclotron Road
      MS 90P-0101, Berkeley, CA 94720
      By fax: (510) 486-6009

*Important Note:
Do not submit your completed UPAY 850 Form by e-mail.
You can submit your completed benefit forms in person, by hard-copy mail (U.S. mail or inter-office), or by fax to the Lab's Benefits Office. The Lab's Benefits Office will no longer accept e-mailed documents—these e-mailed documents will be deleted immediately from our in-box records upon receipt. Any texts/messages that have been sent included with the documents, once deleted, will also be deleted. The Lab's Benefits Office will not be responsible for any missed actions due to the deletion of benefit forms sent by e-mail.

BENEFIT CHANGES
When you need to use your benefits, make sure you know what steps to take and when to take them. Here are some “roadmaps” for using your benefits when you have a major life change.

If you are:

- A new employee
- A transferring employee to the Lab from another UC campus location
- Adding a family member
- Establishing a domestic partnership
- Getting married
- Having a baby
- Leaving employment
- Preparing for retirement
- Taking a leave of absence (please read also the following important information regarding the continuation of your benefits coverage while you are on a leave of absence, as a Lab employee)

As a Lab employee, there are specific actions that you must take, whether or not you wish to continue your benefits coverage when you are on a leave of absence.

For example, if you wish to continue your benefits coverage, you must submit your first month's premium payment, and the following months’ premium payments, in the exact payment amounts and within a timely manner, to the Lab's Benefits Office; late payments and/or incorrect amounts may result in the termination of your benefits coverage.

In person: Building 90P Trailer, Room 129
By mail: One Cyclotron Road
          MS 90P-0101, Berkeley, CA 94720
By fax: (510) 486-6009

It is very important that you know the specific details of your premium payment schedule(s) and amount(s). To obtain this information, you will need to contact the Lab's Benefits Office:

Phone: (510) 486-6403
Fax: (510) 486-6009
Email: benefits@lbl.gov
Mailstop: MS 90P-0101
Location: Building 90P Trailer, Room 129

You should discuss with your supervisor/manager about your request for a leave and also review the leave information if you are unsure of what type of leave to take.

Retirement & Savings

RETIREMENT BENEFITS

UC offers comprehensive retirement benefits, including a pension plan for eligible faculty and staff hired before July 1, 2016 and a choice of primary retirement benefits for those hired on or after July 1, 2016.

UC also offers voluntary retirement savings plans, educational resources to help you prepare for retirement, and retiree health insurance.

UC Retirement Plan (UCRP)
If you were hired on or after July 1, 2016 (The Choice Program)
If you were hired between July 1, 2013 and June 30, 2016 (2013 Tier)
If you were hired before July 1, 2013 (1976 Tier)
  • For rehired, newly eligible and former CalPERS-covered faculty and staff

Retiree Health & Welfare Benefits
Fact Sheet: UC Retiree Health Eligibility Rules (Revised 05.20.14)
Complete Guide to Your Retirement Benefits
Election Handbook
Retirement Handbook
Survivor and Beneficiary Handbook

PREPARING FOR RETIREMENT

(What To Do If You're) Preparing for Retirement
Preparing for Retirement Video Presentation
Preparing for Retirement Webinar
Retirement Planning Resources
Retirement Estimator

• Sign in to your At Your Service Online (AYSO) account
• Under Retirement & Savings, go to Retirement Estimator

RETIREMENT SAVINGS PROGRAMS

Voluntary Savings Plans
Tax-Deferred 403(b) Plan
457(b) Deferred Compensation Plan
Defined Contribution Plan
UC Focus on Your Future
Fidelity Retirement Services

CONTACTS & RESOURCES

CA Public Employees' Retirement System
Phone (888) 225-7377
Website: calpers.ca.gov

Ex-Ls (Berkeley Lab's retiree organization)
Mailing address
1925 Walnut Street #155
Berkeley, CA 94720

Fidelity Retirement Savings Program Account
Phone (866) 682-7787

Medicare
Phone (800) MEDICARE
Website: http://www.medicare.gov

Secova - Family Member Eligibility Verification
Phone (877) 632-8126

Social Security Administration
Phone (800) 772-1213
Work-Life/Leaves of Absence

FAMILY CARE PROGRAMS AND RESOURCES

- MyFamily at LBNL
- Back-Up Care Program (through Bright Horizons)
- Employee Assistance Program
- Child Care Community Resources
- Sittercity (through Bright Horizons)
- Years Ahead (through Bright Horizons)
- Early Childhood Education Program (through UCB)
- Elder Care Program (through UCB CARE Services)
- Nursing Moms
- Lactation Accommodation Program at LBNL
- Breastfeeding Support Program (through UCB Health* Matters)

CHANGING JOBS WITHIN THE LAB/UC

If you take a job at another department within the Lab or another UC campus, you keep your seniority and your benefits move with you as long as you make the transfer within 120 days of leaving your previous location.

Even if you take a job at another UC location after 120 days have passed, you should make sure your new location knows about your previous service so your records can be coordinated.

When you transfer, you may not change your insurance benefits. You'll keep your current enrollments at your new location. You should not use At Your Service Online to enroll in your benefits at your new location, unless your plan is not available in your new location. If your plan is not available at your new location, you'll be able to choose a new one. To do so, you'll need to fill out a UPAY 850 form and turn it in to the benefits office at your new location.

Contact your existing and new benefits office to let them know that you are transferring to make sure your vacation, sick, UCRP service credit and other benefits records transfer seamlessly.

SOME QUALIFYING LIFE EVENTS

- A transferring employee to the Lab from another UC campus location
- Adding a family member
- Having a baby
- Getting married
- Establishing a domestic partnership
- Taking a leave of absence
- Preparing for retirement
- Leaving employment

Period of Initial Eligibility (PIE)

When you have a qualifying life event — such as the birth/adoption of a child, marriage, involuntary loss of coverage, death,
change in your employment status – you have a period of initial eligibility (PIE) during which you may enroll yourself and your eligible family members or make changes to your benefit plans, outside of the annual Open Enrollment period. Your PIE starts on the onset of the event (for example, the day you begin work in a position that makes you eligible for benefits). The PIE ends 31 days later, or, if the 31st day falls on a weekend, the next work day.

LEAVES OF ABSENCE

Life happens – both good and bad – and sometimes that means you may need to take a leave of absence from your job. Regardless of the reason for your leave, you should talk to your supervisor, manager, or department head about taking a leave of absence. It’s best to do this as soon as your need for a leave arises, so your department can plan for your absence. You may need to continue to be covered by any benefits for which you are eligible.

As a Lab employee, there are specific actions that you must take, whether or not you wish to continue your benefits coverage when you are on a leave of absence.

For example, if you wish to continue your benefits coverage, you must submit your first month’s premium payment, and the following months’ premium payments, in the exact payment amounts and within a timely manner, to the Lab’s Benefits Office; late payments and/or incorrect amounts may result in the termination of your benefits coverage.

It is very important that you know the specific details of your premium payment schedule(s) and amount(s). To obtain this information, you will need to contact the Lab’s Benefits Office:

- Phone: (510) 486-6403
- Fax: (510) 486-6009
- Email: benefits@lbl.gov
- Mailstop: MS 90P-0101
- Location: Building 90P Trailer, Room 129

You should discuss with your supervisor/manager about your request for a leave and also review the leave information if you are unsure of what type of leave to take.

Following is a list of some leaves and checklists/fact sheets for your reference:

- Bereavement Leave
- Family Changes Fact Sheet
- Family and Medical Leave Fact Sheet
- Family and Medical Leave LBNL Materials and Contact
- Flexible Work Options
- Holiday Leave
- Leave Without Pay Fact Sheet
- Military Leave Checklist
- Paid Leave Checklist
- Partial Disability: Stay At Work/Return to Work Fact Sheet
- Pregnancy Disability Leave
- Pregnancy, Newborn Child and Adopted Child Fact Sheet
- Sick Leave
- Unpaid Leave
- Vacation Leave
- Voluntary Vacation Donation
- Your Guide to UC Disability Benefits Fact Sheet

ADDITIONAL RESOURCES

- Berkeley Lab Guest House
- Chair Massage Onsite
- Commuter Benefits (through WageWorks)
- Daughters and Sons to Work Day at LBNL
- Employee Activities Association (EAA) Clubs at LBNL
- Guaranteed Ride Home
- Health Services at LBNL
- Relocation Assistance
New tools help you choose and use benefits wisely

A series of short, educational videos to help employees and their families understand their benefits and use them wisely. Available online and via mobile devices, the videos address some of the complexities of using health insurance and answer basic questions such as what's the difference between an HMO and a PPO, how the plans work, what's covered—and not covered—by the plans, etc. Take time to visit the UC Benefits website to view plan videos.

**RESOURCES**

- Lab Benefits Website
- UC Benefits Website
- Garnett-Powers & Associates
- Postdoc Benefits Plan Summary (PDF)
- Which medical plan is right for you? (Booklet)
- Affordable Care Act (ACA)
- Defense of Marriage Act (DOMA)
- UPAY 850 Form – Enrollment, Change, Cancellation, or Opt Out for Employees Only

**Important Note:**

Do not submit your completed UPAY 850 Form by e-mail!

You can submit your completed form in person, by hard-copy (U.S. mail or inter-office), or by fax to the Lab's Benefits Office. The Lab's Benefits Office will no longer accept e-mailed documents — these e-mailed documents will be deleted immediately from our in-box records upon receipt. Any texts/messages that have been sent included with the documents, once deleted, will also be deleted. The Lab's Benefits Office will not be responsible for any missed actions due to the deletion of benefit forms sent by e-mail.

**Employee Assistance Program**

UC Berkeley, University Health Services
Room 3100, Tang Center
2222 Bancroft Way
Berkeley, CA 94720
Phone: (510) 643-7754

**Fidelity Investment Services** UC Focus on Your Future

- Retirement Savings Program
  Online www.netbenefits.com
  Phone: (866) 682-7787
- Personal Financial Planning
  Phone: (800) 558-9182

**CONTACTS**

Lab’s Benefits Office
Phone: (510) 486-6403
Fax: (510) 486-6009
Email: benefits@lbl.gov
Mailstop: MS 90P-0101
Location: Building 90P Trailer, Room 129
Mailing: One Cyclotron Road, MS 90P-0101
Berkeley, CA 94720
Website: https://commons.lbl.gov/display/hr/Benefits

UC Retirement Administration Service Center (RASC)
Phone: (800) 888-8267 within U.S.
Phone: (510) 987-0200 outside U.S.
E-fax: (800) 792-5178
Website: http://www.ucop.edu/human-resources/staff/retirement-administration-staff/index.html

Family Member Enrollment Verification
Secova Phone: (877) 632-8126

Garnett-Powers & Associates
Phone: (800) 319-9557

UC Health and Welfare Plans:

Medical Plans

<table>
<thead>
<tr>
<th>Plan</th>
<th>Phone</th>
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<tbody>
<tr>
<td>Blue Shield Health Savings Plan</td>
<td>1-855-339-9973</td>
</tr>
<tr>
<td>Health Equity</td>
<td>1-866-212-4729</td>
</tr>
<tr>
<td>Core</td>
<td>1-855-339-9973</td>
</tr>
<tr>
<td>Kaiser Permanente — California</td>
<td>1-800-464-4000</td>
</tr>
<tr>
<td>UC Care</td>
<td>1-855-702-0477</td>
</tr>
<tr>
<td>Western Health Advantage</td>
<td>1-888-563-2250</td>
</tr>
<tr>
<td>Optum (behavioral health) Access Code:</td>
<td>1-888-440-8225</td>
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Dental Plans

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<tr>
<th>Plan</th>
<th>Phone</th>
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<tbody>
<tr>
<td>Delta Dental PPO</td>
<td>1-800-777-5854</td>
</tr>
<tr>
<td>DeltaCare USA</td>
<td>1-800-422-4234</td>
</tr>
</tbody>
</table>

Other Plans
Sutter Health

Employees who use Sutter Medical Group or are assigned to a medical group that uses a Sutter Health Hospital

The existing contract between Health Net and Sutter is set to expire on December 31, 2016. Health Net and Sutter Health are currently engaged in contract negotiations; however, if they are unable to arrive at an agreement, Sutter Health Physicians, Medical Groups, and Hospitals will no longer participate in UC's Health Net Blue & Gold network.

If a contact is not reached Blue & Gold members would no longer have access to Sutter providers and hospitals, it is possible for both sides to continue negotiating in good faith beyond the contract expiration date and the issues are often resolved.

No action is needed at this time. In the event Sutter Health is terminated from the Health Net Blue & Gold network, impacted members will receive the following:

- 60-day written notice from Health Net of your new Primary Care Physician and Medical Group with the option to select a new Medical Group or Physician.
- A special Period of Initial Enrollment (PIE) sponsored by the University of California, offering you the option to change medical plans for 2017.
- Continuation of care assistance may be available if you, or a covered dependent, are currently receiving ongoing medical treatment with a Sutter Health provider.

If you have any questions or concerns, please contact Health Net at 1-800-539-4072
### Impacted Blue & Gold Sutter Health Providers

<table>
<thead>
<tr>
<th>Medical Groups</th>
<th>County</th>
</tr>
</thead>
<tbody>
<tr>
<td>PAMF-MPD/MPMG</td>
<td>San Mateo</td>
</tr>
<tr>
<td>SMGR - Marin Headlands Medical Group</td>
<td>Sonoma</td>
</tr>
<tr>
<td>Sutter Medical Group of the Redwoods</td>
<td>Sonoma</td>
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</tbody>
</table>

### Impacted Blue & Gold Sutter Health Hospitals

<table>
<thead>
<tr>
<th>Hospitals</th>
<th>County</th>
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</thead>
<tbody>
<tr>
<td>Alta Bates Summit Medical Center - Summit Campus</td>
<td>Alameda</td>
</tr>
<tr>
<td>Alta Bates Summit Medical Center Alta Bates /Herrick Campus</td>
<td>Alameda</td>
</tr>
<tr>
<td>Eden Medical Center</td>
<td>Alameda</td>
</tr>
<tr>
<td>Menlo Park Surgical Hospital</td>
<td>San Mateo</td>
</tr>
<tr>
<td>Mills - Peninsula Medical Center</td>
<td>San Mateo</td>
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<tr>
<td>Mills Health Center</td>
<td>San Mateo</td>
</tr>
<tr>
<td>Novato Community Hospital</td>
<td>Marin</td>
</tr>
<tr>
<td>Sutter Delta Medical Center</td>
<td>Contra Costa</td>
</tr>
<tr>
<td>Sutter Maternity and Surgery Center of Santa Cruz</td>
<td>Santa Cruz</td>
</tr>
<tr>
<td>Sutter Santa Rosa Regional Hospital</td>
<td>Sonoma</td>
</tr>
<tr>
<td>Sutter Tracy Community Hospital</td>
<td>San Joaquin</td>
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