Integrated Disability and Leave Management Services

Welcome! The Integrated Disability and Leave Management Office is a resource to Berkeley Lab employees with respect to the administration of Federal and State Disability Laws and University/DOE policies relating to employee leave and employees with disabilities. We assist Lab employees with:

- **Medical leaves** not related to an injury sustained at or because of work. This includes, but is not limited to, a personal injury, surgery, illness, pregnancy, parental leave for the birth, adoption or foster care placement of a child, and leaves to care for family member (spouse, child, or parent) with a serious medical health condition.
- **Medical leaves related to an injury or illness sustained at or because of work** ([Workers’ Compensation](#)).
- **Medical leave benefits**
- **Disability accommodations** and assistance in returning to work.

Additional information to support you during your medical leave can be found at these links:

- Berkeley Lab Requirements and Procedures Manual
- Employee Assistance Program and Behavioral Health Services
- Disability Insurance
- Catastrophic Leave (Voluntary Leave Donation)
- UC Supplemental Family Medical Leave
- Leave as a Workplace Accommodation
- Parking for Expectant Mothers
- Support for Nursing Mothers
- Return-to-Work Program
- UC Service Credit Buyback
- UCRP Disability Income
- Social Security Disability Benefits
- Employee Assistance Program and Behavioral Health Benefits
- Benefits

We also provide information about and access to services mandated by federal and state laws including:

- Workers’ Compensation
- Family & Medical Leave Act (FMLA)
- California Family Rights Act (CFRA)
- California Pregnancy Disability Leave (PDL)
- Americans with Disabilities Act (ADA)
- California Fair Employment & Housing Act (FEHA)
- Your Rights and Obligations as a Pregnant Employee

To contact your HR Integrated Disability and Leave Management Team:

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Email</th>
<th>Phone</th>
<th>Fax</th>
</tr>
</thead>
<tbody>
<tr>
<td>FML/Disability Specialist</td>
<td>Gayle Tornberg</td>
<td><a href="mailto:FML@lbl.gov">FML@lbl.gov</a></td>
<td>510.486.5557 (phone)</td>
<td>510.486.7070 (fax)</td>
</tr>
<tr>
<td>Workers’ Compensation Specialist</td>
<td>Laurie Westphal</td>
<td></td>
<td>510.486.5213 (phone)</td>
<td>510.486.5857 (fax)</td>
</tr>
<tr>
<td>Return-to-Work and Disability Accommodation Specialist</td>
<td>Adel Serafino</td>
<td></td>
<td>510.486.4268 (phone)</td>
<td>510.486.5291 (fax)</td>
</tr>
</tbody>
</table>