

# Berkeley Lab's Postdoc **Benefits**

## A Great Place to Work for Postdocs



Berkeley Lab is a world-renowned center for science and innovation managed and operated by the University of California for the Department of Energy; it is located in the hills above the UC Berkeley campus on a 200-acre site. Over the years, 11 Nobel Prize laureates, 61 National Academy of Science members, and 13 National Medal of Science winners have called Berkeley Lab their home—a mark of distinction that continues today.

The secret behind the Lab's success is its "team science" approach pioneered in the 1930s by the Lab's namesake, Ernest Orlando Lawrence. Team science operates on the principle that a problem shared is a problem solved. Scientists from different disciplines routinely pool their intellectual and material resources to find answers and pose ever-more intriguing questions. This scientific give and take creates a vibrant and congenial atmosphere of inquiry that spills from the lab bench to the cafeteria table. In this unique research environment, postdocs work on the cutting edge of science with the most advanced scientific equipment in the world. The training, interdisciplinary, cross-cultural collaboration offers a supportive and stimulating community for the more than 350 postdocs who work at the Lab. Postdoc opportunities exist within all of the 14 different divisions as well as within named postdoc fellowship programs (e.g., Seaborg, Lawrence, Chamberlain, and Alvarez, to mention a few).

Berkeley Lab attracts the best and the brightest postdocs in the scientific world and provides the opportunity for satisfying professional growth. The Lab is located in the Bay Area, one of the most beautiful and diverse places in the United States. Postdocs enjoy working in the scenic natural setting of the Lab overlooking the San Francisco Bay.

As a postdoc at the Berkeley Lab, you will enjoy many of the advantages and privileges of the Lab's association with UC Berkeley. We offer a comprehensive postdoc benefit package that provides coverage from the first day on the job. You can choose among several UC medical plans that offer a broad array of benefits, including hospital and physician services, prescription drug coverage, and behavioral health and wellness programs. The Lab covers the majority of the monthly cost of your medical premiums and provides Lab-paid dental and vision plan coverage.

In addition, the Lab offers a Defined Contribution Retirement Plan and voluntary tax-deferred retirement savings plans—excellent opportunities to add to your retirement security while enjoying the financial advantages of deferred taxes.

For further information about postdoc benefit plans, contact:

The LBNL HR Benefits Group  
One Cyclotron Road | Building 90, Room 2121  
Berkeley, CA 94720  
(510) 486-6403 | [benefits@lbl.gov](mailto:benefits@lbl.gov)  
<http://www.lbl.gov/Workplace/HumanResources/html/Benefits/index.html>

-OR-

Garnett-Powers & Associates  
Postdoc Supplemental Benefit Plans  
(800) 261-7109  
[pbp@garnett-powers.com](mailto:pbp@garnett-powers.com)  
<http://www.garnett-powers.com/postdoc/lbl/>

# Lawrence Berkeley National Laboratory (LBNL) Postdoc Benefits Plan Summary

BENEFIT	WHAT YOU RECEIVE	COST
Medical	A variety of UC-sponsored medical insurance plans are available. Plans include Kaiser, Health Net, Anthem Blue Cross, and Cigna Choice Fund. All plans include prescription drug coverage, behavioral health coverage, and access to preventative health and wellness benefits. The monthly premium will vary depending on the medical plan selected, the level of coverage, and annual full time equivalent salary.	The Lab pays for the majority of the monthly premium.
Dental	Preferred provider dental plan covers preventative, basic, and prosthetic dentistry, as well as orthodontics.	Lab-paid
Vision	Preferred provider vision plan covers a variety of services including eye exams, corrective lenses, and frames.	Lab-paid
Short-Term Disability Insurance	Provides income protection for up to 60% of your weekly pre-disability earnings for up to 26 weeks if you become disabled because of an injury or illness.	Lab-paid
Basic Life Insurance	Life insurance coverage for \$50,000	Lab-paid
Supplemental Life Insurance	Voluntary plan provides coverage options ranging from a flat \$20,000 up to four times your annual salary.	Monthly cost varies by annual salary and age
Dependent Life Insurance	Choice of a core plan with coverage options for spouse and/or eligible children for \$5,000 each or an expanded plan that provides coverage for an amount equal to 50% of your Supplemental Life Insurance – \$200,000 maximum. Each child is covered for \$10,000	Monthly cost of coverage varies by age
Business Travel Insurance	Provides \$100,000 insurance coverage when traveling on official Lab business	Lab-paid
Accidental Death and Dismemberment	Voluntary plan provides up to \$500,000 insurance protection for a serious accident that causes death or dismemberment.	Monthly cost depends on the plan option and the elected coverage amount.
Legal Insurance	Voluntary plan provides basic legal assistance for preventative, domestic, consumer, and limited defensive legal services.	Monthly cost varies on the elected coverage level
Flexible Spending Accounts	Voluntary plan lowers taxable income by allowing payment for eligible out-of-pocket health and/or dependent care expenses on a pre-tax basis through payroll deduction.	Can elect up to a \$5,000 each plan year in each account
Transportation	Lab's shuttle bus provides service from Downtown Berkeley and Rockridge BART stations, with stops in Downtown Berkeley and throughout the Lab property (shuttle buses have bicycle racks).	Lab-paid
Commuter Benefits	Voluntary plan allows tax savings for eligible transit and parking expenses through automatic pre-tax payroll deductions.	Can elect up to \$230 monthly
Holidays	12 holidays; Lab closed between Christmas and New Year's Day	Lab-paid (employees must use vacation accrual or take leave without pay for part of the holiday shutdown)
Retirement Plan	Mandatory Defined Contribution Retirement Plan: Safe Harbor	Monthly contribution of 7.5% of pre-tax earnings
Tax-Deferred Retirement Savings Plans	Voluntary Retirement Saving Plans: 403(b) and/or 457(b)	Maximum annual contribution limits are determined each year.
Vacation	10 hours of vacation time accrued per month after 6 months of employment	Lab-paid
Sick Leave	8 hours of sick leave accrued per month	Lab-paid
Employee Assistance Program	Confidential counseling and referral program that provides assistance for personal, emotional and work-related challenges.	Lab-paid

What is written here does not constitute a guarantee of plan coverage or benefits—particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here; however, the benefits of all employees, retirees, and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums, employer contributions and monthly costs at any time. Health and welfare benefits are not accrued or vested benefit entitlements. UC's contribution toward the monthly cost of the coverage is determined by UC and may change or stop altogether, and may be affected by the state of California's annual budget appropriation. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. Contact your Human Resources Benefits Office for more information.

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) provides for continued coverage for a certain period of time at applicable monthly COBRA rates if you, your spouse, or your dependents lose group medical, dental, or vision coverage because you terminate employment (for reasons other than gross misconduct); your work hours are reduced below the eligible status for these benefits; you die, divorce, or are legally separated; or a child ceases to be an eligible dependent. Note: the continuation period is calculated from the earliest of these qualifying events and runs concurrently with any other UC options for continued coverage. See your Benefits Representative for more information.