



B.A.C. Trust Funds

B.A.C. Local No. 3 Pension Plan
B.A.C. Local No. 3 Defined Contribution Pension Plan
B.A.C. Local No. 3 Health & Welfare Trust Fund
B.A.C. Local No. 3 Vacation Trust Fund

NOTICE OF MATERIAL MODIFICATION

to the B.A.C. LOCAL NO. 3 PENSION PLAN

(As amended and restated effective January 1, 2025)

TO: All Participants of the B.A.C. Local No. 3 Pension Plan

FROM: BOARD OF TRUSTEES

DATE: January 1, 2025

This document is a Summary of Material Modifications (“Summary”) intended to notify you of important changes made to the B.A.C. Local No. 3 Pension Plan (“the Plan”) since the Summary Plan Description (“SPD”) was last distributed to you.

You should take the time to read this Summary carefully and keep it with the copy of the SPD that was previously provided to you. If you need another copy of the SPD or if you have any questions regarding these changes to the Plan, please contact the Administration Office by telephone during normal business hours at (925) 208-9995 or in writing at B.A.C. Local No. 3 Pension Plan, c/o BeneSys Administrators, 7180 Koll Center Parkway, Suite 200, Pleasanton, CA 94566.

Rule of 85 Early Retirement Benefit

You may now apply for a Rule of 85 Early Retirement benefit if you are between the ages 55-60 and your annuity starting date is on or after January 1, 2025. If you qualify, you can retire early and receive your Normal Retirement Benefit without any reduction for early retirement.

To qualify for a Rule of 85 Early Retirement benefit, the following requirements must be satisfied at the time of the retirement effective date:

- a. You have attained age 55; and
- b. The sum of your age at retirement and your years of Vesting Credit (counting partial years for both purposes) is at least 85; and
- c. You accrued 3 years of Vesting Credit in the 5 years preceding retirement. If you are disabled, then you must have accrued 3 years of Vesting Credit in the 5 years preceding the year of your disability.

Please note that the effective date for a Rule of 85 Early Retirement benefit is the earliest date you meet all the requirements, including not having performed any work in the masonry (B.A.C.) industry on or after your requested benefit commencement date.

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This Summary is intended to provide you with an easy-to-understand description of certain changes to the Plan. While every effort has been made to make this description as complete and as accurate as possible, this Summary cannot contain a full restatement of the terms and provisions of the Plan. If any conflict should arise between this Summary and the Plan, or if any point is not discussed in this Summary or is only partially discussed, the terms of the Plan will govern in all cases.

The Trustees of the Plan reserve the right, in their sole and absolute discretion, to interpret, amend, modify or terminate the Plan, or any benefits provided under the Plan, in whole or in part, at any time and for any reason, in accordance with the applicable amendment procedures established under the Plan and the Trust agreement establishing the Plan.

*This document has been uploaded and is available on the participant website at:
www.BAC3-brickbenefits.org*