



# B.A.C. 3 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

## SUMMARY OF MATERIAL MODIFICATION

to the

### B.A.C. LOCAL NO. 3 HEALTH AND WELFARE PLAN

TO: Participants and Dependents in the B.A.C. Local No. 3 Health and Welfare Plan  
FROM: Board of Trustees  
DATE: June 1, 2026  
SUBJECT: Beat It! Alcohol and Drug Dependency Treatment

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 Health and Welfare 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 1-888-208-0250 or in writing at B.A.C. Local No. 3 Health and Welfare Plan, c/o BeneSys Administrators, 7180 Koll Center Parkway, Suite 200, Pleasanton, CA 94566.

#### 1. Beat It! Alcohol and Drug Dependency Treatment

Effective June 1, 2026, benefits for alcohol and drug dependency detoxification and rehabilitation will be provided through Beat It!

Beat It! is a HIPAA-compliant member assistance program to assist you and your eligible dependents with any substance and/or alcohol abuse issues as well as mental health issues.

If you choose to use Beat It!, benefits will be covered as follows:

#### Inpatient Benefits for Rehabilitation After Detoxification

First confinement, without prior outpatient treatment under the Beat It! program:

Employee ..... 100% of contracted rate

#### Other Inpatient Benefits:

When you use a PPO Provider..... 80%

When you use a Non-PPO Provider..... 60%

#### Outpatient Benefits (Other than Office Visits)

When you use a PPO Provider..... 80%

When you use a Non-PPO Provider..... 60%

#### Outpatient Benefits (Office Visits)

When you use a PPO Provider..... \$10 co-pay

When you use a Non-PPO Provider..... \$20 co-pay

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Phone 925.208.9995 ♦ Toll Free 888.208.0250 ♦ Facsimile 925.362.8564

♦ www.BAC3-brickbenefits.org ♦ staff@BAC3-brickbenefits.org



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If you are interested in receiving such treatment, please reach out to the Administration Office or call Beat It! at 408-436-2392 or 1-800-828-3939.

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.

**Language Access Services:**

SPANISH (Español): Para obtener asistencia en Español, llame al 1-888-208-0250

CHINESE (中文): 如果需要中文的帮助, 请拨打这个号码 1- 888-208-0250

*This document has been uploaded and is available on the participant website at:  
[www.BAC3-brickbenefits.org](http://www.BAC3-brickbenefits.org)*