

**SHEET METAL WORKERS LOCAL 104 HEALTH CARE PLAN
(As revised January 2021)**

Amendment 7A

Pursuant to the authority set forth in Article VII of the Agreement and Declaration of Trust, the Trustees hereby amend the Sheet Metal Workers Local 104 Health Care Plan as follows:

The section entitled “ALCOHOL AND SUBSTANCE ABUSE BENEFITS” is revised in its entirety to read as follows:

The Indemnity Plan provides alcohol and substance abuse benefits through Blue Shield and “BEAT IT!”. Indemnity Participants and their dependents are free to choose whether to seek alcohol and substance abuse benefits through a Blue Shield PPO provider or “BEAT IT.” “BEAT IT!” is also available to participants and dependents enrolled in the Kaiser Health Plan.

BEAT IT!

“BEAT IT!” provides individualized confidential services for you and your eligible dependents. The Trust Fund Office keeps all medical information of Plan participants strictly confidential. Residential Utility Workers and Maintenance Service Technicians are not eligible for this benefit.

The services the Program offers include arranging the following:

1. Initial consultative visits with you and your eligible dependents, including making transportation arrangements;
2. Inpatient admissions;
3. Introduction to the outpatient program.

During your recovery, a “BEAT IT!” representative will monitor your care to help ensure the quality of the treatment and to assist you with any problems that may arise.

Specifically, the “BEAT IT!” Program provides the following benefits as part of your Health Care Plan:

DETOXIFICATION

Detoxification requires prior authorization from Blue Shield. Blue Shield must be contacted for approval on any treatment extending beyond the period of medically necessary detoxification.

Detoxification is paid under the medical plan and is therefore subject to the same Plan rules as any other hospitalization.

KAISER PARTICIPANTS MUST USE A KAISER FACILITY FOR DETOXIFICATION.

INPATIENT REHABILITATION AND THERAPY

First occurrence covered at 100% of the contract rate.

Subsequent occurrences covered at 80% of the contract rate.

OUTPATIENT TREATMENT

Outpatient treatment by an approved "BEAT IT!" or Blue Shield provider is covered at 100% of reasonable and customary charges.

Call "BEAT IT!" any time during the night or day at either 1-408-232-9885 or 1-800-828-3939.

Additional information regarding programs offered through Beat It! can be found on the website at beatiteap.com.

Call Blue Shield at (800) 541-6652

Additional information and provider list can be found at www.blueshieldca.com.

If you select the BEAT IT! network, a personal confidential interview will be arranged for you to evaluate your present problem and to discuss the method of recovery that will best suit your particular needs. A mutually convenient meeting place between the patient and the provider can be arranged to protect your anonymity.

Once pre-authorization has been obtained, eligibility will be extended through the completion date of any authorized inpatient treatment program.

ALCOHOL AND SUBSTANCE ABUSE BENEFITS NOT PROVIDED BY "BEAT IT!" OR BLUE SHIELD PROVIDER

Inpatient Treatment provided Out-Of-Network: The Plan will pay 65% of UCR charges.

Outpatient Treatment provided Out-Of-Network: The Plan will pay 65% of UCR charges.

Emergency care, as defined by the Plan, provided by a Non-PPO provider will be paid at the PPO rate, until the patient can be transferred to treatment with a PPO provider.

If You Become Disabled Due to Alcoholism or Drug Abuse

If you become disabled due to alcoholism or drug abuse, and you are enrolled in the Beat It! program, you will qualify for a disability extension as described on page 17. You will be required to submit proof to the Trust Fund Office that you have enrolled in a course of treatment.

This Amendment 7A was adopted by the Board of Trustees on December 14, 2021, and reaffirmed on September 26, 2023. The Chairman and Co-Chairman were authorized by the Board of Trustees to execute this Amendment on their behalf. This Amendment 7A may be executed in counterparts, each of which shall be deemed to be an original, but all of which together shall constitute one and the same Amendment 7A.

Rick Werner

Chairman

Date: 10/6/2023 | 5:51 PM EDT

Sean O'Donoghue

Co-Chairman

Date: 10/18/2023 | 7:58 AM PDT