
NOTICE OF MATERIAL MODIFICATIONS

To the

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

TO: All Participants and Beneficiaries of the Sheet Metal Workers Local 104 Health Care Plan (the “Plan”)
FROM: The Board of Trustees
RE: IMPORTANT PLAN CHANGES TO MENTAL HEALTH, SUBSTANCE ABUSE AND EAP BENEFITS EFFECTIVE MAY 1, 2025
DATE: March 2025

This document is a Summary of Material Modifications (“Summary”) intended to notify you of an important change made to the Sheet Metal Workers Local 104 Health Care Plan (“the Plan”) since the Summary Plan Description (“SPD”) was last distributed to you. This Plan amendment represents benefit improvements or other changes determined by the Board of Trustees to be in the best interest of Plan participants and beneficiaries.

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 this change to the Plan, please contact the Trust Fund Office by telephone during normal business hours at (925) 208-9994, by mail at Sheet Metal Workers Local 104 Health Care Plan, P.O. Box 1917 San Ramon, CA 94583, or by e-mail at staff@sheet104fringe.org. You may also download a copy of the SPD from the Plan’s fringe benefit website: www.sheet104fringe.org.

The Board of Trustees has made the following changes to the Plan:

UNION EAP BENEFIT: Mental Health and Substance Abuse Care Coordination and EAP Benefits

(All Plan Participants and Dependents)

Effective May 1, 2025, You and your dependents will have benefits with Union EAP, which provides care coordination for mental health and substance use disorder treatment as well as helpful resources for legal, financial, and childcare and elder care issues. As part of this benefit improvement, the Plan is moving away from and terminating the services of Beat It! and Health Advocate EAP effective May 1, 2025. The Trustees believe that this change will provide better mental health and substance use disorder resources for members and their families covered by the Plan.

Union EAP’s care coordinators are available 365/24/7 and are trained to respond to emotional and mental health crises and distress, and assess mental health and substance use disorders. They will help you determine what care would be most helpful to you, assist you in finding that care from a provider, and help navigate the process.

Union EAP does not provide inpatient or outpatient treatment services. Their role is to help you find an appropriate facility or provider that is in your medical benefit network (either Indemnity or Kaiser).

IT IS YOUR RESPONSIBILITY TO CONFIRM THAT THE FACILITY AND/OR PROVIDER IS IN YOUR MEDICAL PLAN NETWORK. CHARGES NOT COVERED BY YOUR MEDICAL PLAN ARE YOUR RESPONSIBILITY.

Access to Union EAP is free for you and your dependents.

You can contact Union EAP by calling 855-500-1915, visiting unioneap.com, or scanning the QR code on the attached flier. Enclosed is a flier with more information about Union EAP and how to access your benefits.

If you have any questions about your benefits, you may contact the Trust Fund Office at the numbers listed below.



EMPLOYEE ASSISTANCE PROGRAM



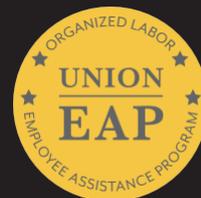
Organized Help for Organized Labor

Union EAP helps union members navigate substance use, mental health, legal, and financial challenges through expert assessment, direct care, and connection to high-quality resources. We know that asking for help can be hard, so we make finding solutions easy.

The core of our system is our “Care Coordinator”. These individuals are highly trained clinicians that can address a wide range of topics. They are creative problem solvers with vast resources and will personalize your care based on your needs. Our Care Coordinators stay with you, throughout the entire process to guarantee your satisfaction.



**Call us anytime at
855-500-1915. Your call is
completely confidential.**



The Union EAP seal signifies a union that prioritizes the health and wellness of its members.

Services

- **Personalized Solutions:** We will work with your personal situation to customize your care and to minimize worry and stress.
- **Assessments and Screenings:** We provide expert behavioral health screenings and assessments to help identify treatment resources that offer the therapies and approaches best able to meet your needs.

Our staff is here to help with:

- **Mental Health**
 - Anxiety
 - Stress Management
 - Substance Use
 - Suicidal Thoughts
 - Psychosis
 - Depression
 - Anger
 - Body Image
 - Nutrition Difficulties
 - Compulsive Behaviors
 - Obsessive Thinking
- **Work-Related Issues**
 - Performance Improvement
 - Quality Communication
- **Conflict Resolution**
 - Legal Assistance
 - General Legal Advice
 - Wills and Other Basic Legal Documents
- **Financial**
 - Money Management
 - Large Purchase Information
 - General Questions and Advice
- **Family**
 - Disabled and Special Needs Family Members
 - Elder Care/Senior Living/Memory Care

For employers and unions we provide:

- Scheduled and On-Demand Training
- Immediate Crisis Response
- Management Techniques and Strategies
- Specific Trainings on Multiple Subjects
- Comprehensive Reporting

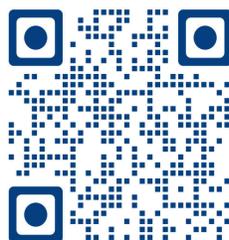
How Union EAP Can Help:

Unlimited Care Coordinator Access

Members have **365/24/7** access to **Union EAP Care Coordinators**, trained to respond to emotional and mental health crises and distress, assess mental health and substance use disorders, connect with high-quality treatment resources, and help members access a range of helpful resources.

This is a free, **no-cost benefit** to eligible members and their dependents, offered to you by your union.

Please call 855-500-1915, visit unioneap.com, or scan the QR code for immediate assistance



Your call will be held in strict confidence and will be treated with respect.

Your union hired us, but we work for you. We never share anything without your written approval.

**In some rare instances disclosures that pose a physical threat to self, or others may be required.*