

PLAN CHANGE NOTICE
 Summary of Material Modifications
*Plan Changes Related to New Employee Assistance Program "Union EAP" and Change in
 Coverage for Alcohol and Drug Abuse Treatment*
RETAIN WITH YOUR BENEFIT PACKAGE FOR FUTURE REFERENCE

March 2025

To: **Plan Participants, Covered Dependents, and COBRA Qualified Beneficiaries**

NEW EMPLOYEE ASSISTANCE PLAN – UNION EAP

Effective May 1, 2025, the Northern California Sheet Metal Workers Health Care Plan will add to your Plan benefits "Union EAP." An EAP – Employee Assistance Plan -- coordinates mental health and substance use disorder treatment and helps you find resources for legal, financial, and childcare and elder care issues.

Union EAP is a referral service intended to help you find the resources you need in the Blue Shield PPO Plan or, if you are a Kaiser member, in Kaiser. **It does not provide inpatient or outpatient treatment services.** What Union EAP offers is as follows (and is described on the attached Union EAP flyer):

Mental Health and Substance Abuse

- Substance Use Disorders/Mental Health Services: For substance use disorders and other mental health issues, Union EAP makes an initial assessment and provides a referral to an appropriate professional, for example, licensed mental health clinicians, substance use, detox and treatment centers and other mental and substance abuse health facilities.
- Testing (Mental Health/Diagnostic): Referral to appropriate professional for evaluations or diagnostic testing related to learning disorders; developmental delays, congenital and/organic disorders; psychological and/or IQ testing, medical level evaluations (such as fitness for duty evaluations and threat of violence evaluations).
- Medication Management: Referral to a professional trained in medication management or medication assessment.

Work/Life Services

- Legal Services: Referral to resources for legal issue.
- Financial Services: Referral to resources to assist with budgeting, debt management, bankruptcy prevention and/or protection, credit issues and other similar financial issues.

- Eldercare: Referral to local resources to address issues of supporting elderly parents or relatives.

If you are enrolled in the Blue Shield PPO Plan you can ask Union EAP to refer you to medical providers that are in the Blue Shield PPO so you will have lower out-of-pocket charges. If you are a Kaiser member, tell that to Union EAP when you ask for a mental health or substance abuse referral because only Kaiser providers will be covered by Kaiser for Kaiser members.

TERMINATION OF ALCOHOL AND DRUG ABUSE TREATMENT THROUGH TARP

With the change to Union EAP, effective May 1, 2025 access to treatment for and drug and alcohol abuse will change from the Teamsters Alcohol Rehabilitation Program (“TARP”) to Union EAP. As of May 1, 2025 TARP will no longer be involved in substance abuse treatment for the Northern California Sheet Metal Workers Health Care Plan

A flyer describing the services provided by Union EAP is attached to this notice. If you have any questions about your benefits or you are currently in contact with TARP concerning treatment, contact the Trust Fund Office (925) 208-9992.

IMPORTANCE OF THIS DOCUMENT

This Notice is intended to amend all Northern California Sheet Metal Health & Welfare Plan documents, notices, and correspondence, including (but not limited to) the Summary Plan Description (SPD). This document is a Summary of Material Modifications (“SMM”) intended to notify you of important changes made to your plan of benefits. You should take the time to read this SMM carefully (and share it with your family) and keep it with your copy of the SPD. While every effort has been made to make this description as complete and as accurate as possible, this SMM, of course, cannot contain a full restatement of the terms and provisions of your NCSMHW Plan. The Board of Trustees reserves the right, in its sole and absolute discretion, to amend, modify, terminate, or interpret and decide all matters under the Fund’s Plans, or any benefits provided under the Fund’s Plan, in whole or in part, at any time and for any reason.

Encl.



EMPLOYEE ASSISTANCE PROGRAM



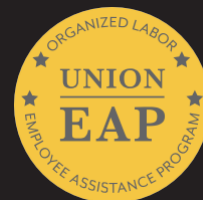
Organized Help for Organized Labor

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.*