



**DISTRICT COUNCIL 16**  
**Northern California Health and Welfare Trust Fund**  
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Dublin, CA 94568-7756  
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Email: [Dc16info@hsba.com](mailto:Dc16info@hsba.com)  
[www.dci6trustfund.org](http://www.dci6trustfund.org)



**Date: July 2024**

**To:** All Participants and Retirees, including COBRA beneficiaries participating in the Indemnity Medical Plan or the Kaiser HMO Plans offered by District Council No. 16 Northern California Health & Welfare Trust Fund

**From:** Board of Trustees

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This Participant Notice will advise you of certain information you need to be aware of in order to receive the highest level of benefits from the District Council No. 16 Northern California Health & Welfare Trust Fund. **This information is VERY IMPORTANT to you and your Dependents.** Please take the time to read it carefully.

**NEW EMPLOYEE ASSISTANCE PROGRAM (EAP)**  
**Effective August 1, 2024**

The Board of Trustees is pleased to announce that, effective for services on or after August 1, 2024, the District Council 16 Health & Welfare Trust Fund has partnered with Spring Health Employee Assistance Program (EAP) to ensure that all Active Participants, their Dependents, and Retirees can easily get mental health support whenever and wherever it's needed. With Spring Health EAP, you have personalized, convenient care and resources to support you through any of life's challenges.

Beat It! will still be available to you for help with substance abuse. See page 2 of this SMM for more details.

It only takes a few minutes to take an assessment, and then Spring Health EAP will design a care plan just for you. If you have questions, you can meet with a Care Navigator – a licensed clinician who will ensure you receive the best care for your needs. Spring Health's easy-to-use website and app allow you to choose an experienced therapist you feel comfortable with, book appointments online, and get support when it's convenient for you, either virtually or in person. Appointments are available in as soon as two days, even on nights and weekends. Therapy is available at an in-network rate through the District Council 16 Health & Welfare Trust Fund.

Spring Health EAP can support your mental health with easy access to:

- **Free Therapy:** Get convenient, confidential support from a therapist of your choice. Each member (age 6+) gets 10 free sessions per year.

- **Free Coaching:** Build new skills, create healthy habits, and reach personal goals. Each member (age 18+) gets 10 free sessions per year.
- **Dedicated Guidance:** Your Care Navigator can walk you through your care plan, help you find the right therapist, and provide support whenever you need it.
- **Diverse Providers:** Choose an experienced therapist you feel comfortable with Browse recommendations or search by specialty, gender, ethnicity, or language.
- **Wellness Exercises:** Moments is a library of self-guided exercises that can help you manage stress, calm anxiety, beat burnout, improve sleep, and be more mindful.
- **Work-Life Services:** Access expert guidance and resources to navigate legal or financial matters, child care, elder care, pet care, travel, household services, and more.

**Contact Spring Health:**

[www.springhealth.com/support](http://www.springhealth.com/support)

**Create Your Account Here:**

[https://care.springhealth.com/sign\\_in](https://care.springhealth.com/sign_in)

**Phone: 855-629-0554**

**General Support:** M-F, 8am-11pm ET

**Crisis Support:** 24/7 (press 2)

[www.dc16trustfund.springhealth.com](http://www.dc16trustfund.springhealth.com)

**Spring Health Mobile App:** Work-life code: dc16trustfund

**Beat It!**

**Note: While these new Spring Health EAP benefits will provide you with immediate access to mental health practitioners, the substance abuse benefits previously provided by Beat It! are still available to you. You should still contact Beat It! for prior authorization of an inpatient admission to an acute hospital or residential treatment facility for treatment of a substance use disorder.**

**Beat It!**

P.O. Box 20896

San Jose, CA 95160

**Phone: 800-828-3939**

Please keep this important Notice with your Plan Document/Summary Plan Description (SPD) for easy reference to all Plan provisions. Should you have any questions, please contact the Administrative Office at **(800) 922-9902**.

Receipt of this Notice does not constitute a determination of your eligibility. If you wish to verify eligibility, or if you have any questions regarding the Plan changes, please contact the Administrative Office.

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*In accordance with ERISA reporting requirements, this document serves as your Summary of Material Modifications to the Plan, and we are advising you of these Plan changes within 60 days of the adoption of those changes.*