



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

NOTICE OF MATERIAL MODIFICATION

to the

B.A.C. LOCAL NO. 3 PENSION PLAN

(As amended and restated effective January 1, 2025)

TO: All Participants of the B.A.C. Local No. 3 Pension Plan

FROM: BOARD OF TRUSTEES

DATE: April 1, 2026

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 Pension 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 (925) 208-9995 or in writing at B.A.C. Local No. 3 Pension Plan, c/o BeneSys Administrators, 7180 Koll Center Parkway, Suite 200, Pleasanton, CA 94566.

Exception to Suspension of Benefit Rule:

The Board had previously allowed retirees to return to work in covered employment for up to 1,000 hours in a Plan Year without having their monthly pension benefits suspended, through June 30, 2026. The Board has approved extending this provision for an additional year, through June 30, 2027.

As a reminder, you will still need to have a separation from service before returning to work and must notify the Plan in writing if you do decide to return to work.

Effective July 1, 2027, the Plan’s normal suspension of benefit rules will apply, unless the relief described in this notice is extended by the Board of Trustees. If extended, you will receive additional notification.

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.

The Trustees of the Plan reserve the right, in their sole and absolute discretion, to interpret, amend, modify or terminate the Plan, or any benefits provided under the Plan, in whole or in part, at any time and for any reason, in accordance with the applicable amendment procedures established under the Plan and the Trust agreement establishing the Plan.

This document has been uploaded and is available on the participant website at:

www.BAC3-brickbenefits.org

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