

# SOUTHWESTERN TEAMSTERS SECURITY FUND

Administrator:  
Southwest Service Administrators, Inc.  
2400 W. Dunlap Ave., Suite 250  
Phoenix, Arizona 85021

Phone (602) 249-3582  
Toll free (800) 474-3485  
Fax (602) 336-0895

Date: June 1, 2009

To: All Eligible Active Participants and Dependents of  
Southwestern Teamsters Security Fund Health and Welfare Plan

## PARTICIPANT NOTICE

### MEDICAL PLAN BENEFIT MODIFICATIONS EFFECTIVE JUNE 1, 2009

This Participant notice will advise you of certain material modifications that have been made to your Medical Plan. **This information is VERY IMPORTANT to you and your dependents.** Please take the time to read it carefully.

Effective June 1, 2009, the following changes will be made to your medical plan:

**SPECIALIST COPAY IS REDUCED FROM \$50 COPAY PER VISIT  
TO \$35 COPAY PER OFFICE VISIT**

**The above copay applies only to specialists in the PPO network**

### NEW VENDOR FOR THE EMPLOYEE ASSISTANCE PROGRAM (EAP) & BEHAVIORAL HEALTH PROGRAM

Effective June 1, 2009 the Trust has contracted with a new independent Behavioral Health Program to administer the Employee Assistance Program (EAP) to provide the counseling for stress, depression, family matters, marital problems and financial issues, and to also provide benefits for mental health and substance abuse. The Behavioral Health Program will now be coordinated by **Mines and Associates** who replaces CONTACT Behavioral Health.

The Trust offers to its participants and their household members an Employee Assistance Program (EAP) that **provides up to 6 free confidential counseling sessions** per person when personal issues are affecting your work performance, family, or other aspects of your life. The EAP is designed to assist you in obtaining the correct professional help for your concerns.

A personal issue may be any situation or condition that interferes with your quality of life or your level of coping. Issues may include chemical dependency, emotional difficulties, family, marital, parent-child or other stressful conditions. Participation in the EAP will not jeopardize your job security nor will it affect future promotional opportunities.

When you contact the EAP, a staff member will schedule an appointment for you with a therapist to assess your situation, advise you of alternatives for help or provide short term counseling, if appropriate, in the 1-6 sessions available.

**Confidentiality** is one of the most important aspects of the EAP program. If you contact the EAP directly, no one will know about it - unless you tell them.

The Trust assumes the cost for the EAP program. Other costs, for example, treatment beyond the 6 free EAP sessions, may be covered in part or in full by the Behavioral Health benefits of the Medical Plan. It is your responsibility to verify your benefit coverage.

You can contact the EAP directly at **1-800-873-7138**. Appointments will be made at mutually convenient times. The telephone number is staffed 24 hours a day and seven days a week.

Mines and Associates is also the organization that you need to call when you precertify (also called preauthorize) outpatient mental health and substance abuse visits along with an inpatient mental health or substance abuse admission. As you are aware, failure to obtain precertification/preauthorization from the Behavioral Health Program will result in payment at the out-of-network benefit level. Remember, for an emergency mental health or substance abuse admission, you must notify the Behavioral Health Program by the next business day.

<p style="text-align: center;"><b>Effective June 1, 2009</b> <b>Mines and Associates</b> <b>EAP and Behavioral Health Counseling</b> <b>1-800-873-7138</b></p>
--

Please keep this important notice with your 2008 Plan Document/Summary Plan Description (SPD) for easy reference to all Plan provisions.

If you would like to view or receive a copy of the actual amendments or have any questions, please contact the Administrative Office at (602) 249-3582, or toll free at (800) 474-3485.

Sincerely,

Board of Trustees

**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 this Plan change, please contact the Administrative Office.**