

MEMORANDUM

TO: All Eligible Employees

FROM: Home Office Benefits Department

SUBJECT: Women's Health and Cancer Rights Act of 1998 – Annual Notification

On October 21, 1998, the federal government passed the Women's Health and Cancer Rights Act of 1998. This act requires group health plans to notify health plan members of their rights under this law annually.

What benefits does the law guarantee?

Under this law group health plans that provide medical and surgical benefits in connection with a mastectomy must provide benefits for certain reconstructive surgery. This includes:

- Reconstruction of the breast on which a mastectomy has been performed
- Surgery and reconstruction of the other breast to produce a symmetrical appearance
- Prostheses and treatment of physical complications of all stages of mastectomy, including lymphedema.

The law also states that "the services will be considered in a manner determined in consultation with the attending physician and the patient." In other words, you and your physician will determine the most appropriate treatment for your individual situation.

Coverage of these services is subject to the terms and conditions of your health plan, including your plans normal copayment, annual deductibles and coinsurance provisions.

For more information

If you have any questions regarding your benefits or rights under this Act, call UnitedHealthcare at 866-679-0948 or contact the Home Office Benefits Helpline at 855-329-7907.