

DATE: August 1, 2013

TO: All Benefit- Eligible Employees

FROM: Laurie McCormick

SUBJECT: *WOMEN'S HEALTH AND CANCER RIGHTS ACT OF 1998*

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The Women's Health and Cancer Rights Act of 1998 mandates that if health plans provide medical and surgical coverage for mastectomies, the plan must also provide coverage for certain post-mastectomy reconstructive breast surgery services. President Clinton signed the Act into law on October 21, 1998.

If reconstructive services must be covered, health plans must allow:

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

(Our current health plans already provide coverage for these services)

Benefits are elective to the patient and would be provided in consultation between the patient and the attending physician. The Act specifically allows that coverage may be subject to the health plan's regular co-payments and deductibles.

Please refer to your evidence of coverage for details of your benefits. Should you have any questions regarding this notice, please contact member's services for either Kaiser Permanente or Anthem Blue Cross.