



**OFFICE OF THE COUNTY EXECUTIVE
ALL-EMPLOYEES MEMORANDUM**

DATE: OCTOBER 5, 2022

EMPLOYEE MEDICAL HEALTH PLAN OF SUFFOLK COUNTY (EMHP)

**ANNUAL NOTICE OF WOMEN'S HEALTH AND
CANCER RIGHTS ACT OF 1998**

The Women's Health and Cancer Rights Act of 1998 (WHCRA) is a federal law that provides protections to patients who choose to have breast reconstruction in connection with a mastectomy.

As required by the Women's Health and Cancer Rights Act of 1998, the EMHP provides benefits for mastectomy-related services including all stages of reconstruction and surgery to achieve symmetry between the breasts, prostheses, and complications resulting from a mastectomy, including lymphedemas.

If you have had or are going to have a mastectomy, you may be entitled to certain benefits under WHCRA. For individuals receiving mastectomy-related benefits, coverage will be provided in a manner determined in consultation with the attending physician and the patient, for:

- All stages of reconstruction of the breast on which the mastectomy was performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses; and
- Treatment of physical complications of the mastectomy, including lymphedema.

These benefits are available in and out of network and are subject to any Plan copayments, annual deductibles, 20% copayment and other provisions that may be applicable, consistent with those established for other benefits under the Plan. Remember, when you use a non-participating provider in the EMHP, you are responsible for the:

- Deductible of **\$3,000** plus
- 20% copayment; plus
- Charges above **maximum allowable amount** "formerly reasonable and customary".

If you have any questions regarding WHCRA benefits, please call the Employee Benefits Unit at (631)853-4866 or the EMHP Major Medical Administrator at 1-800-939-7515.

A handwritten signature in black ink, appearing to read 'L Black', positioned above a horizontal line.

LISA BLACK
CHIEF DEPUTY COUNTY EXECUTIVE

Distribution: One copy per employee/retiree