

## MEMORANDUM

**TO:** All Staff and Faculty Members Eligible for Health Care Coverage

**FROM:** Sharreen Boone, Director  
Benefit Programs

**DATE:** January 1999

**SUBJECT:** Women's Health and Cancer Rights Act of 1998

Under the Women's Health and Cancer Rights Act of 1998 (effective October 21, 1998), employer-sponsored group health plans offering mastectomy coverage must also provide coverage for breast reconstruction in connection with the mastectomy. Coverage must be provided for:

- Reconstruction of the breast on which the mastectomy has been performed;
- Surgery and reconstruction of the other breast for symmetrical appearance; and
- Prostheses and physical complications in all stages of mastectomy, including lymphedema therapy.

All of Eastern Michigan University's group health care plans (Blue Cross/Blue Shield Community Blue PPO Plans, Traditional, and Priority Health) provide coverage for the procedures described above, subject to the same deductibles and co-payment provisions as other benefits under the plans. The patient, in consultation with the attending physician, must determine the manner in which these services are performed.

If you have any questions, call your specific health care provider.