

GENERAL SYNOD, ASSOCIATE REFORMED  
PRESBYTERIAN CHURCH  
HEALTH BENEFITS PLAN

WOMEN'S HEALTH AND CANCER RIGHTS ACT

On October 21, 1998 Congress passed a bill called the Women's Health and Cancer Rights Act. This new law requires group health plans that provide coverage for mastectomy to provide coverage for certain reconstructive services. These services include:

- Reconstruction of the breast upon which the mastectomy has been performed,
- Surgery/reconstruction of the other breast to produce a symmetrical appearance,
- Protheses, and
- Physical complications during all stages of mastectomy, including lymphedemas.

In addition, the plan may not:

- Interfere with a woman's rights under the plan to avoid these requirements, or
- Offer inducements to the health provider, or assess penalties against the health provider, in an attempt to interfere with the requirements of the law.

However, the plan may apply deductibles and copays consistent with other coverage provided by the plan.

If you have any questions about the current plan coverage, please contact your Human Resources Department.