

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

DATE: OCTOBER 24, 2025

EMPLOYEE MEDICAL HEALTH PLAN OF SUFFOLK COUNTY (EMHP)

ANNUAL NOTICES UNDER FEDERAL LAW

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:

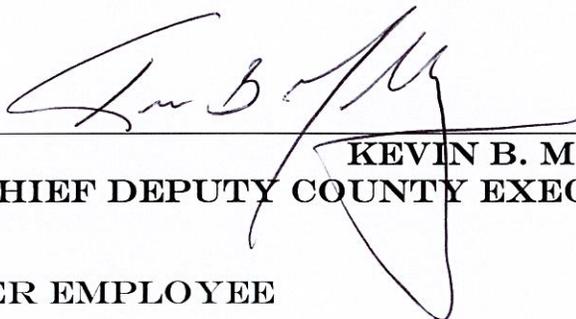
- Deductible of **\$3,000** plus
- 20% copayment; plus
- Charges above **allowable amount** "maximum allowable amount".

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 1-833-497-2409.

HIPAA NOTICE OF PRIVACY PRACTICES

The HIPAA Privacy Rule requires that, every three years, the EMHP notify currently covered members of the availability of the HIPAA Notice of Privacy Practices (“Privacy Notice”) and how to obtain a copy of it.

You may obtain a copy of the EMHP’s Privacy Notice by writing to the EMHP Privacy Officer, at the Employee Medical Health Plan of Suffolk County, Department of Civil Service/Human Resources, William J. Lindsay County Complex, P. O. Box 6100, Bldg.158, 725 Veterans Memorial Highway, Hauppauge, New York 11788. A copy of the Privacy Notice is also available on the EMHP website at www.emhp.org.



KEVIN B. MOLLOY
CHIEF DEPUTY COUNTY EXECUTIVE

DISTRIBUTION: ONE COPY PER EMPLOYEE