Women’s Health and Cancer Rights Act Notices

The Women’s Health and Cancer Rights Act (WHCRA) requires annual distribution of a notice to all participants and beneficiaries in a group medical plan advising them of their rights to post-mastectomy breast reconstruction. The DOL has approved using an abbreviated notice (DOL model language below) to fulfill the annual notice requirement, but most employers do not use it. The more detailed WHCRA enrollment notice is required at enrollment and it is easier for most employers to use the same text for both notices.

**DOL model WHCRA abbreviated annual notice**

Did you know that your plan, as required by the Women’s Health and Cancer Rights Act of 1998, 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 lymphedema)? Call your Plan Administrator [insert phone number] for more information.