

## Important Notices for SRVUSD Employees

**Women's Health Cancer Rights Act (WHCRA)** - If you have had or are going to have a mastectomy, you may be entitled to certain benefits under the Women's Health and Cancer Rights act of 1998 (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 states 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 physical complications of the mastectomy, including lymph edemas.

These benefits will be provided subject to the same deductibles and coinsurance applicable to other medical and surgical benefits provided under this plan. Refer to the Kaiser and Blue Shield PPO and HMO Evidence of Coverage brochure for applicable deductibles and coinsurance.

If you would like more information on WHCRA benefits, contact Blue Shield of California at 1 (800) 334-9849 or Kaiser Permanente at (925) 295-4000.

**Newborns' and Mothers' Health Protection Act** – Group health plans and health insurance issuers generally may not under Federal Law, restrict benefits for any hospital length of stay in connection with childbirth for the mother or newborn child to less than 48 hours following a vaginal delivery, or less than 96 hours following a cesarean section. However, Federal law generally does not prohibit the mother's or newborn's attending provider, after consulting with the mother, from discharging the mother or her newborn earlier than 48-hours (or 96-hours as applicable). In any case, plans and issuers may not, under Federal law, require that a provider obtain authorization from the plan or the insurance issuer for prescribing a length of stay not in excess of 48-hours (or 96-hours).

**HIPPA Special Enrollment (Loss of Coverage)** – If you are declining enrollment for yourself or your dependents (including your spouse or domestic partner) because of other health insurance or group health plan coverage, you may be able to enroll yourself and your dependents in this plan if you or your dependents lose eligibility for that other coverage (or if the employer stops contributing towards your or your dependents' other coverage). However, you must request enrollment within 30-days after your or your dependents' other coverage ends (or after the employer stops contributing toward other coverage).

To request special enrollment or obtain more information about the HIPPA Special Enrollment procedure, contact the San Ramon Valley Unified School District's Benefits Office at (925) 552-2913 or (925) 552-5014.

**San Ramon Valley Unified School District Privacy Practices** - The initial Notice of Privacy Practices was issued to employees on April 14, 2003 and re-distributed to employees on March 25, 2006. Under the Health Insurance Portability and Accountability Act (HIPAA) the District is required periodically to remind employees of the availability of our Notice of Privacy Practices.

To obtain information or a copy of the Privacy Notice for the San Ramon Valley Unified School District you may go to the District web page at [www.srvusd.net](http://www.srvusd.net) under Human Resources. You may also write to the Privacy Official, Human Resources – Benefits Office, 699 Old Orchard Drive, Danville, CA 94526 or call (925) 552-2913 for more information about the San Ramon Valley Unified School District's privacy policy or your rights under HIPAA.

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If you have any questions concerning information in the Open Enrollment Announcement, please contact April Christiansen at 552-2913 or e-mail: [achristiansen@srvusd.net](mailto:achristiansen@srvusd.net) or contact Sandi Swindell at 552-5014 or email: [sswindell@srvusd.net](mailto:sswindell@srvusd.net).