

**Reproductive Healthcare Services for UofL Health Plan Members  
September 1, 2011**

On August 1, Kathleen Sebelius, Secretary of Health & Human Services, announced that all health plans modified or implemented on or after August 1, 2012, must include reproductive healthcare under preventive care, with no deductibles and no co-payments. This would ordinarily result in a change to the UofL Health Plan on January 1, 2013.

As you may recall, however, UofL was an "early adopter" of health plan changes reflected in the Affordable Care Act last year that permitted employees to keep children on their health plans through age 26 (instead of age 24). In similar fashion, **the Provost has authorized Human Resources to include all reproductive healthcare services under the preventive care provisions of the UofL health plan effective immediately for services provided on or after August 1, 2011.**

This mid-year health plan change will ensure that University employees have access to a full range of recommended preventive services without cost sharing, including:

- well-woman visits;
- screening for gestational diabetes;
- human papillomavirus (HPV) DNA testing for women 30 years and older;
- sexually-transmitted infection counseling;
- human immunodeficiency virus (HIV) screening and counseling;
- all FDA-approved contraception methods and contraceptive counseling (including birth control health care services, prescription therapies, tubal ligations, and vasectomies; but not including over the counter products that do not require a prescription).
- breast-feeding support, supplies, and counseling; and
- domestic violence screening and counseling.

Human Resources has instructed United Health Care to change diagnostic codes to provide 100% coverage for these services, with no deductible and no co-pay. They are able to accommodate all changes immediately, except breast feeding equipment and supplies. For a period of time, these services will be paid subject to any deductible or co-pay that applies under your health plan option for primary care.

To cover this gap in UHC's current administrative capacity, if you receive a "balance due" bill for breast-feeding equipment or supplies, please submit the balance due bill to Human Resources and we will re-process your health benefit claim or reimburse you for this expense directly. If you paid for reproductive health care services provided on or after August 1, 2011, you may also submit a copy of your paid receipt or health plan explanation of benefits (EOB) to Human Resources for re-processing or reimbursement.

With all best wishes,

Sam Connally  
Vice President for Human Resources