

## Important Bentley University Health Plan Notices

### **HIPAA Special Enrollment Period**

If you decline enrollment for Medical benefits for yourself or your eligible dependents because of other health insurance or group health plan coverage, you may be able to enroll yourself and your eligible dependents in the Medical benefits provided under this Plan if you or your eligible dependents lose eligibility for that other coverage (or if the other employer stops contributing towards your or your dependents' other coverage). However, you must request enrollment within 30 days after your or your eligible dependents' other coverage ends (or after the other employer stops contributing toward the other coverage). In addition, if you have a new dependent as a result of marriage, birth, adoption, or placement for adoption, you may be able to enroll yourself, your spouse and your new eligible dependent children. However, you must request enrollment within 30 days after the marriage, birth, adoption, or placement for adoption.

If you request a change due to a special enrollment event within the 30 day timeframe, coverage will be effective the date of birth, adoption or placement for adoption. For all other events, coverage will be effective the first of the month following your request for enrollment. To request special enrollment or obtain more information, contact Sandy Smith at [ssmith@bentley.edu](mailto:ssmith@bentley.edu) or 781-891-2817.

### **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 issuer for prescribing a length of stay not in excess of 48 hours (or 96 hours).

### **Women's Health and Cancer Rights Act**

As required by federal law, these benefits include reconstructive surgery for a member who is receiving benefits for a mastectomy and who elects breast reconstruction in connection with the mastectomy. This health plan provides benefits 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; and prostheses and treatment of physical complications at all stages of mastectomy, including lymphedemas. These services will be furnished in a manner determined in consultation with the attending physician and the patient.

### **Patient Protection**

Bentley University's health plan offered through Harvard Pilgrim Health Care generally requires/allows the designation of a primary care provider. You have the right to designate any primary care provider who participates in the network and who is available to accept you or your family members. For information on how to select a primary care provider, and for a list of the participating primary care providers, contact Harvard Pilgrim at 1-888-333-4742 or by clicking on "Find a doctor" at [www.harvardpilgrim.org](http://www.harvardpilgrim.org). For children, you may designate a pediatrician as the primary care provider. You do not need prior authorization from Harvard Pilgrim or from any other person (including a primary care provider) in order to obtain access to obstetrical or gynecological care from a health care professional in Harvard Pilgrim's network who specializes in obstetrics or gynecology. The health care professional, however, may be required to comply with certain procedures, including obtaining prior authorization for certain services, following a pre-approved treatment plan, or procedures for making referrals. For a list of participating health care professionals who specialize in obstetrics or gynecology, contact Harvard Pilgrim at 1-888-333-4742 or by clicking on "Find a doctor" at [www.harvardpilgrim.org](http://www.harvardpilgrim.org).

**Summary of Benefits and Coverage (SBC)** for each Harvard Pilgrim option is available from your employer at <http://www.bentley.edu/offices/human-resources/benefits>. You may also request paper copies of each SBC from Bentley Human Resources at 781-891-2817. If you enroll in a plan, you are responsible for providing a copy of the applicable SBC notice to your covered dependents.