

Affordable Care Act (ACA) Reporting

Frequently Asked Questions – Form 1095-C

You are receiving this notice because Union Pacific Railroad Company, or a related company, is required under the Affordable Care Act (ACA) to provide you with the enclosed Form 1095-C. This new tax form provides you and the IRS with important information regarding the health coverage offered by or on behalf of your employer. The Frequently Asked Questions below provide additional information about this new tax form.

The information in this communication is not intended as tax advice and should not be relied upon as such. Please consult a tax professional for specific information on your individual situation and tax obligations. Federal and state laws and regulations are subject to change.

General Information

1. What is a Form 1095-C?

If you are a nonagreement employee and were enrolled in Union Pacific sponsored self-insured health coverage during 2015, the form will show the months you (and any family members) were enrolled in such coverage during 2015. If you are a nonagreement employee who was enrolled in Union Pacific sponsored fully-insured health coverage (i.e., a Kaiser HMO) during 2015, the form will not include information about any family members you may have enrolled. The HMO will send you a separate Form 1095-B which includes information about any family members you enrolled. If you are an agreement employee, information about the coverage in which you and your family members were enrolled is not reflected on the Form 1095-C. This information will be provided on Form 1095-B (see Additional Frequently Asked Questions for Agreement Employees). The IRS will also receive these forms.

2. Why did I get a Form 1095-C?

If you worked an average of 30 or more hours per week during a calendar month, or you or any family members were enrolled in health coverage through Union Pacific at any time during 2015, you will receive a 1095-C.

3. Why did I get more than one Form 1095-C?

An employee who worked for more than one Union Pacific company during 2015 may receive a 1095-C from each company. In addition, if you or a family member are or were enrolled in health coverage from a non-Union Pacific employer during 2015, you may receive a Form 1095-C from that employer.

4. What if I have questions?

If you have general questions about your 1095-C, please call the UP Affordable Care Act Reporting Information Line at (402) 544-4750. You may also visit www.irs.gov or www.healthcare.gov to learn more. If you have questions about preparing your tax return, please consult your tax adviser.

5. What if I worked as both a nonagreement and an agreement employee during 2015?

You will receive only one Form 1095-C from Union Pacific (assuming you only worked for one UP company). This form will contain health coverage information by month based on the coverage you were offered for any given month. If you are enrolled in insured coverage or coverage provided through a union plan, you should also receive a Form 1095-B from the provider of that coverage, such as an insurance company or a multiemployer/union plan. Information about enrollment in coverage for you and family members on the Form 1095-B can be used to prepare your 2015 federal income tax return.



BUILDING AMERICA®

6. What if I lose my form? How can I get another one?

If you need to request a reprint of your Form 1095-C, please call the UP Affordable Care Act Reporting Information Line at (402) 544-4750.

7. Should I send the Form 1095-C in with my federal or state tax returns?

The Form 1095-C should not be included with your tax returns, but should be kept with your other tax papers.

Additional Frequently Asked Questions for Nonagreement Employees

8. What do I need to do with my Form 1095-C?

Form 1095-C contains information about the health coverage offered to you by Union Pacific. The form will show whether you and any of your family members had coverage available under certain Union Pacific sponsored health plans, and the months you (and any family members) were enrolled in Union Pacific sponsored self-insured health coverage during 2015. If you were enrolled in a Kaiser HMO, the Form 1095-C from Union Pacific and the Form 1095-B from your HMO will together provide this information. The information on the form can be used to complete your 2015 federal income tax return. The information from Form 1095-C you report to the IRS will be used to determine whether you had coverage or owe a penalty under the ACA. The IRS will also receive a copy of this form.

9. Why does the amount shown on line 15 differ from the amount I actually paid each month?

The amount shown on line 15 represents the medical plan with the lowest employee monthly cost share amount for single coverage offered to you in 2015, regardless of whether you were enrolled in such coverage. This amount is not necessarily the monthly amount you paid for your medical coverage in 2015.

Additional Frequently Asked Questions for Agreement Employees

10. What do I need to do with my Form 1095-C?

Form 1095-C provides general information regarding the medical coverage offered to you. Agreement employees (other than ICTF represented employees) will receive a separate Form 1095-B on behalf of the Railroad Employees National Health and Welfare Plan, the National Railway Carriers and United Transportation Union (NRC/UTU) Health and Welfare Plan, or the Union Pacific Railroad Employees Health Systems (UPREHS) indicating the months in which you and your dependents were enrolled in health coverage. If you are an ICTF represented employee, you will receive a Form 1095-B from your insurance provider with the same information. You will need this information to complete your federal income tax form.

11. Part III of Form 1095-C is not completed. Why?

For agreement employees, information about your dependents is reflected on the Form 1095-B. You should receive this form from United Healthcare on behalf of the National Plan and UPREHS or from the ICTF insurance provider. If you do not receive that form, please contact your insurance provider.