



**IRON ROAD HEALTHCARE  
LEAVE PLAN INFORMATION  
PLAN YEAR 2024**

## WHY AM I RECEIVING THIS BOOKLET?

You are receiving this booklet because your employer has notified us that your employment status has changed, and your coverage under the Challenger Plan will terminate on the date specified in the letter accompanying this booklet. A change to your employment status is considered a qualifying event.

The information in this booklet explains your coverage options as a result of your qualifying event.

If you believe that you have not had a qualifying event and that you should not be losing coverage under the Challenger Plan at this time, or have already returned to work, please contact Iron Road Healthcare at 800-547-0421 immediately.

## WHAT IS COBRA?

COBRA is a federal law that allows you to pay a monthly premium to stay on your employer-sponsored health plan for a limited time, following a Qualifying Event that would otherwise cause you to lose your coverage. Should you elect COBRA as your health plan option, you will have the same coverage you have had under the Challenger Plan.

## WHAT ARE MY HEALTH PLAN AND HEALTH INSURANCE OPTIONS?

Depending on the Qualifying Event, you may qualify for COBRA or another Iron Road Healthcare plan, an individual insurance policy through the Health Insurance Marketplace, or coverage through your spouse's or parent's employer-sponsored health plan.

In addition to these options, we offer Iron Road Cobra as an alternative to COBRA in certain situations. In most instances, Iron Road Cobra is offered at a lower cost than the current COBRA rate. WHILE IRON ROAD COBRA IS USUALLY LESS EXPENSIVE THAN COBRA, THE RATES DETAILED BELOW DO NOT APPLY TO EVERY CASE. To understand exactly what your monthly payments for Iron Road Cobra would be, please visit our website at [ironroadhealthcare.com](https://ironroadhealthcare.com) and refer to the plan documents for specific eligibility requirements. You can also contact Member Services at 800-547-0421, Monday through Friday from 7:30 a.m. – 3:30 p.m., Mountain Standard Time. Please note that you cannot elect both Iron Road Cobra and COBRA coverage: you must select one or the other.

The following is an overview of Qualifying Events, your coverage options for each Qualifying Event, and the estimated costs for each coverage option. PLEASE NOTE: for many Qualifying Events, you may be able to purchase coverage through the Health Insurance Marketplace. Iron Road Healthcare has no control over the benefits provided by or the cost of Marketplace coverage. Please visit [healthcare.gov](https://healthcare.gov) or consult the Marketplace in your state for more information on the cost of, and benefits provided by Marketplace coverage, and for information on when you may enroll. The following premiums apply *only* to Iron Road Healthcare-offered plans.

## Qualifying Event | Approved Medical Leave of Absence

In most cases, the first 12 weeks (three months) of your medical leave is considered FMLA leave, and you will be provided regular coverage from the Challenger Plan at no cost. If you do not return to work after your FMLA or other approved medical leave is over, you are eligible for the following COBRA or Iron Road Cobra coverage.

COBRA: The monthly premium is \$670.30. Coverage is available for up to 18 months.\*

Iron Road Cobra: Coverage is available for up to 30 months from your last day worked. Following six months of coverage with no premiums (three months of FMLA or other approved medical leave plus an additional three-month premium waiver), your premium for months 7-30 is \$100.00 per month.

*PLEASE NOTE: If you select COBRA and exhaust your COBRA benefits, you are no longer eligible to return to an Iron Road Healthcare plan (including Iron Road Healthcare plans offered to retirees) unless you return to work.*

## Qualifying Event | Non-Medical / Personal Leave of Absence

COBRA: The monthly premium is \$670.30. Coverage is available for up to 18 months.\*

Iron Road Cobra: Coverage is available for up to 24 months. Your premium for months 1-12 is \$100.00 per month. If you are still eligible for and remain on Iron Road Cobra after 12 months, your premium will increase to \$670.30 per month for a final 12 month period.

*PLEASE NOTE: If you select COBRA and exhaust your COBRA benefits, you are no longer eligible to return to an Iron Road Healthcare plan unless you return to work.*

## Qualifying Event | Suspension

COBRA: The monthly premium is \$670.30. Coverage is available for up to 18 months.\*

Iron Road Cobra: Coverage is available for up to 24 months. After an initial six-month premium waiver, your premium for months 1-12 is \$100.00 per month, after twelve months, your premium increases to \$670.30 per month, for a final six months.

*PLEASE NOTE: If you are subsequently dismissed from service following a suspension, the balance of any premium waivers will be removed and you will instead be subject to the payment scheduled for dismissed employees.*

## Qualifying Event | Resignation, Termination or Settlement

COBRA: The monthly premium is \$670.30. Coverage is available for up to 18 months.\*

Iron Road Cobra: Iron Road Cobra is not available for this Qualifying Event.

### **Qualifying Event | Dismissed**

COBRA: The monthly premium is \$670.30. Coverage is available for up to 18 months. \*

Iron Road Cobra: Coverage is available for up to 18 months. Immediately upon the Qualifying Event, your premium for months 1-12 is \$100.00 per month. After 12 months, your premium will increase to \$670.30 per month, for a final six months.

*PLEASE NOTE: If you select COBRA, and exhaust your COBRA benefits, you are no longer eligible to return to an Iron Road Healthcare plan unless you return to work. If you are terminated, resign, or receive a settlement at any time during the 18 months after the Qualifying Event, any remaining premium waiver will be immediately revoked, and your monthly premium will increase to \$670.30 for the remaining months.*

### **Qualifying Event | Furlough**

COBRA: After an initial three-month period paid for by your employer, the monthly premium is \$670.30. Coverage is available for up to a total of 18 months (this does not include the initial three months paid by employer).

Iron Road Cobra: Coverage is available for up to 24 months. After an initial three-month period paid for by your employer, your premium for months 1-12 is \$100.00 per month. If you are eligible for and still on Iron Road Cobra after 12 months, your premium will increase to \$670.30 per month for a final 12 month period

*PLEASE NOTE: If you select COBRA, and exhaust your COBRA benefits, you are no longer eligible to return to an Iron Road Healthcare plan unless you return to work*

### **Qualifying Event | Leave for Active Military Duty**

COBRA/USERRA: After an initial three-month period paid for by your employer, the monthly premium is \$670.30. Coverage is available for up to 18 months\* (including the initial three months in which no premium are paid) if you elect COBRA, for up to 24 months (this does not include the initial three months paid by employer) if you elect continuation coverage under the Uniformed Services Employment and Reemployment Rights Act (USERRA).

Iron Road Cobra: Coverage is available for up to 24 months. After an initial three-month period paid for by your employer, your premium for months 1-12 is \$100.00 per month. If you are eligible for and still on Iron Road Cobra after 12 months, your premium will increase to \$670.30 per month for a final 12 month period.

## Qualifying Event | Family and Medical Leave Act (FMLA) Leave to care for a family member

If you do not return to work after your FMLA leave ends, you are eligible for the following COBRA or Iron Road Cobra coverage:

**COBRA:** After your FMLA leave ends, the monthly premium is \$670.30. Coverage is available for up to 18 months.

**Iron Road Cobra:** After FMLA leave expires, your monthly premium is \$100 for months 1-12. If you are eligible for and still on Iron Road Cobra after 12 months, your premium will increase to \$670.30 per month for a final 12 month period.

*PLEASE NOTE: If you select COBRA, and exhaust your COBRA benefits, you are no longer eligible to return to an Iron Road Healthcare plan unless you return to work.*

## Qualifying Event | Early Retirement (not related to a disability annuity)

**COBRA:** You can elect to take COBRA for \$670.30 per month, for up to 18 months.

**Iron Road Cobra:** Iron Road Cobra is not available for this Qualifying Event.

*PLEASE NOTE: If you select COBRA, and exhaust your COBRA benefits, you are no longer eligible to return to any Iron Road Healthcare plan for retirees. This includes the plans described below for early retirees. You may be eligible for the Medicare Advantage Group PPO Plan and Part D Prescription Drug Plan.*

**Iron Road Plans:** Depending on your age and years of service at the date of your retirement, you may be eligible for an Iron Road Healthcare plan for early retirees. These early retiree plans include:

**60/30.** Retired employees between the ages of 60-64 (and not enrolled in Medicare), with at least 30 years of service with the Railroad. Dependents ARE NOT eligible for this plan. Employee must have had a total of 60 months or more of prior coverage as an Active Employee with Iron Road Healthcare and at least 12 months of continuous health coverage with Iron Road Healthcare immediately prior to retirement. Lifetime plan maximum is \$500,000. The premium for the plan is \$315.

**ERMMB.** Retired employees between the ages of 60-64, with at least 30 years of service with the Union Pacific Railroad, who elect to take this basic health coverage from Iron Road Healthcare until they qualify for Medicare. Lifetime plan maximum is \$195,100. This Plan does not have a premium.

The benefits available under the Iron Road Healthcare plans for early retirees vary from plan to plan. All premiums are subject to change. You will be notified of any premium changes in advance.

## **WHAT COVERAGE IS AVAILABLE TO ME OTHER THAN COBRA OR IRON ROAD COBRA?**

There may be other coverage options for you through the Health Insurance Marketplace, Medicaid, or through another group health plan (such as a spouse's or parent's plan). You may be eligible to enroll in these alternatives immediately after your Qualifying Event during what is called a "special enrollment period." Some of these options may be less expensive than COBRA or Iron Road Cobra.

You should compare all of your health insurance options and choose the coverage that is best for you. Once you've made your selection, it can be difficult—and in some cases not possible—to switch to another plan.

## **CAN MY COBRA COVERAGE BE TERMINATED?**

In most cases, COBRA will terminate at the end of 18 months. You may lose COBRA coverage before the end of the 18 months if:

- Your premiums are not paid in full and on time;
- After electing COBRA, you receive coverage through another plan;
- After electing COBRA, you enroll in Medicare (under Part A, Part B, or both);
- If, during a disability extension period (the disability extension is explained below), it is determined by the RRB or the Social Security Administration (SSA) that you are no longer disabled.

If you enroll in Medicare or another group health plan after you have elected COBRA, you must notify Iron Road Healthcare within 30 days.

COBRA or Iron Road Cobra may also be terminated for any reason the Challenger Plan would normally terminate coverage of a Plan participant not receiving COBRA (such as fraud).

## **CAN I EXTEND COBRA?**

If you elect COBRA, you may be eligible for an extension of up to 11 months if you are disabled. If you are determined by the RRB or the Social Security Administration to be disabled, the maximum COBRA coverage period (18 months, as described above) may be extended for a total of up to 29 months. The disability must have started at some point before the 60th day after your Qualifying Event and must last at least until the end of the normal 18-month period of COBRA. If you believe you may qualify for this 11-month extension, you must contact Iron Road at 800-547-0421 and request the extension. Your request must be made before the end of the regular 18-month COBRA period, or you will not be eligible for the 11-month extension.

## **WHAT IS THE HEALTH INSURANCE MARKETPLACE?**

The Health Insurance Marketplace (also known as the Marketplace or Exchange) is the place for individuals to

shop for health insurance. The Marketplace is run by the federal government or, in some cases, by individual states. You can shop for insurance at [healthcare.gov](https://healthcare.gov). When you apply for coverage through the Marketplace, you will be asked to provide income and household information to determine if you qualify for tax credits or other cost savings and/or if you qualify for Medicaid. Coverage through the Health Insurance Marketplace may or may not be cheaper than COBRA or Iron Road Cobra. If you elect COBRA or Iron Road Cobra, your eligibility for tax credits and other cost savings at the Marketplace may be affected.

## **WHEN CAN I ENROLL IN THE HEALTH INSURANCE MARKETPLACE?**

You may qualify to enroll in Marketplace coverage during a 60-day special enrollment period from the time you lose your coverage through Iron Road. If you do not enroll within 60 days, you may have to wait to enroll in the Marketplace until the next open enrollment period. Therefore, it is important to review all your options in a timely manner.

For more info about the Marketplace, such as information about available insurance, premiums, and open and special enrollment periods, please visit [healthcare.gov](https://healthcare.gov).

## **IF I ELECT TO TAKE COBRA, CAN I SWITCH TO A PLAN IN THE MARKETPLACE?**

If you elect to take COBRA, you can switch to a Marketplace plan during the Marketplace's open enrollment periods. You can also end your COBRA coverage early and go to a Marketplace plan if you have an event (marriage, birth of a child, etc.) that qualifies you to enroll during a Marketplace "special enrollment period" relating to the event. If you terminate COBRA early and you do not have another such event, you will have to wait to enroll in the Marketplace until the next open enrollment period. In this instance, there may be a period of time in which you would have no health insurance coverage.

Once you've exhausted your full 18-month COBRA coverage, you'll be eligible for another special enrollment period in which to enroll in Marketplace coverage.

If you decide to buy insurance through the Marketplace instead of COBRA, you cannot go back to COBRA under any circumstances.

## **CAN I ENROLL IN ANOTHER GROUP HEALTH PLAN?**

Upon your Qualifying Event, you may be eligible to enroll in another group health plan, such as a plan offered by your spouse's or parent's employer. You generally have 30 days after you lose Iron Road Healthcare coverage to enroll in another employer's plan. It is your responsibility to check the enrollment requirements and timelines with that plan.

## **WHAT FACTORS SHOULD I CONSIDER WHEN CHOOSING INSURANCE OPTIONS?**

When considering options for your health coverage, you may want to think about:



- **Premiums.** Your COBRA premiums are set forth in this notice. Other options, such as coverage on a spouse's plan or through the Marketplace, may or may not be less expensive.
- **Provider Networks.** If you're currently getting care or treatment for a condition, a change in your health coverage may affect your access to a particular health care provider. You may want to check to see if your current health care providers participate in a network as you consider options for health coverage.
- **Drug Formularies.** If you're currently taking medication, a change in your health coverage may affect your costs for medication, and in some cases, your medication may not be covered by another plan. You may want to check to see if your current medications are listed in the drug formularies for other health coverage.
- **Benefits.** If you're currently receiving on-going treatment, a change in your health coverage may affect your costs for that treatment, and in some cases, your treatment may not be covered by another plan. You may want to check to see if your current treatments are covered and at what cost, by the new plan.
- **Other Cost-Sharing.** In addition to premiums or contributions for health coverage, you probably have co-payments, deductibles, co-insurance, or other amounts you pay as you use the benefits. You may want to check to see what the cost-sharing requirements are for other health coverage options. For example, one option may have much lower monthly premiums, but a much higher deductible and higher co-payments.

## HOW DO I ELECT COBRA OR IRON ROAD COBRA?

By default, we automatically invoice you for the lower cost Iron Road Healthcare leave plan (Iron Road Cobra) when available. If you would like to take advantage of the Iron Road Cobra Leave Plan, simply sign in or register for an account at [my.irhc.com](https://my.irhc.com) to make a payment within 60 days of receiving this notice. You may also mail your payment to the address below. If you prefer COBRA, you can complete the COBRA Election form online by visiting our website at [ironroadhealthcare.com](https://ironroadhealthcare.com) and go to 'The Continuation of Coverage Tab.' If you prefer to complete the form in writing, you may request one via email at [help@ironroadhealthcare.com](mailto:help@ironroadhealthcare.com) or call Member Services at 800-547-0421. Instructions on how to return a printed form are below.

Mail to: Iron Road Healthcare  
P.O. Box 161020  
Salt Lake City, UT 84116-1020

Email to: [membership-helpdesk@ironroadhealthcare.com](mailto:membership-helpdesk@ironroadhealthcare.com)  
Fax to: 801-595-2003

*If you elect COBRA, please be sure you submit your election online or mail in your election form by the date specified in the letter that accompanied this booklet. If you do not elect COBRA by the deadline, you may lose your right to COBRA.*

Additional information about the Challenger Plan is available in the Challenger Plan's summary plan description. If you do not have a copy of the summary plan description, you may obtain one online at [ironroadhealthcare.com](https://ironroadhealthcare.com).



You may elect COBRA even if you have other group health plan coverage or Medicare benefits on or before the date on which COBRA is elected. However, COBRA coverage will terminate automatically if, after electing COBRA, you become entitled to Medicare benefits or you join another group health plan.

## **FOR MORE INFORMATION**

This notice doesn't fully describe COBRA or other rights under the Challenger Plan. More information about continuation coverage and your rights under the Challenger Plan is available in the summary plan description for the Challenger Plan.

If you have questions about the information in this notice or your rights to coverage, or if you want a copy of your summary plan description, visit our website at [ironroadhealthcare.com](https://ironroadhealthcare.com) or contact:

Iron Road Healthcare  
P.O. Box 161020  
Salt Lake City, UT 84116-1020  
800-547-0421

For more information about your rights under the Employee Retirement Income Security Act (ERISA), including COBRA, the Patient Protection and Affordable Care Act, and other laws affecting group health plans, visit the U.S. Department of Labor's Employee Benefits Security Administration (EBSA) website or call their toll-free number at 1-866-444-3272. For more information about health insurance options available through the Health Insurance Marketplace, and to locate an assister in your area whom you can talk to about the different options, visit [healthcare.gov](https://healthcare.gov).

Keep your plan informed of address changes,

To protect your rights, keep Iron Road informed of any changes in your address and the addresses of family members. You should also keep a copy of any notices you send to Iron Road Healthcare.

## IRON ROAD HEALTHCARE LEAVE PLANS AT-A-GLANCE

approved medical leave	
COBRA	IRON ROAD COBRA
<ul style="list-style-type: none"> <li>Starts after 12 weeks of FMLA</li> <li>Max coverage up to 29 months</li> <li>Monthly premium is \$670.30</li> </ul>	<ul style="list-style-type: none"> <li>Includes 12 weeks of FMLA and 12 weeks of premium waiver</li> <li>Max coverage up to 30 months</li> <li>Months 1-3 is covered by FMLA</li> <li>Months 4-6 is covered by premium waiver</li> <li>Months 7-30 is \$100 per month</li> </ul>
non-medical   personal leave	
COBRA	IRON ROAD COBRA
<ul style="list-style-type: none"> <li>Max coverage up to 18 months</li> <li>Monthly premium is \$670.30</li> </ul>	<ul style="list-style-type: none"> <li>Max coverage up to 24 months</li> <li>Months 1-12 is \$100 per month</li> <li>Months 13-24 is \$670.30</li> </ul>
suspension	
COBRA	IRON ROAD COBRA
<ul style="list-style-type: none"> <li>Max coverage up to 18 months</li> <li>Monthly premium is \$670.30</li> </ul>	<ul style="list-style-type: none"> <li>Six month premium waiver</li> <li>Max coverage up to 24 months</li> <li>Months 1-6 covered by premium waiver</li> <li>Months 7-18 is \$100 per month</li> <li>Months 19-24 is \$670.30</li> </ul>
resignation, termination or settlement	
COBRA	IRON ROAD COBRA
<ul style="list-style-type: none"> <li>Max coverage up to 18 months</li> <li>Monthly premium is \$670.30</li> </ul>	<ul style="list-style-type: none"> <li>Iron Road Cobra plan not available for this category</li> </ul>
dismissed	
COBRA	IRON ROAD COBRA
<ul style="list-style-type: none"> <li>Max coverage up to 18 months</li> <li>Monthly premium is \$670.30</li> </ul>	<ul style="list-style-type: none"> <li>Max coverage up to 18 months</li> <li>Months 1-12 is \$100 per month</li> <li>Months 13-18 is \$670.30</li> </ul>
furlough	
COBRA/USERRA	IRON ROAD COBRA
<ul style="list-style-type: none"> <li>Max coverage up to 18 months</li> <li>Monthly premium is \$670.30</li> </ul>	<ul style="list-style-type: none"> <li>Employer-paid three month premium waiver</li> <li>Max coverage up to 24 months, and begins after three month waiver</li> <li>Months 1-12 is \$100 per month</li> <li>Months 13-24 is \$670.30</li> </ul>

active military service	
COBRA/USERRA	IRON ROAD COBRA
<ul style="list-style-type: none"> <li>• Starts after a three month premium waiver</li> <li>• Max coverage up to 18 months</li> <li>• Monthly premium is \$670.30</li> </ul>	<ul style="list-style-type: none"> <li>• Starts after 12-weeks of FMLA</li> <li>• Max coverage up to 24 months</li> <li>• Months 1-12 is \$100 per month</li> <li>• Months 13-24 is \$670.30</li> </ul>
FMLA to assist with a family member	
COBRA/USERRA	IRON ROAD COBRA
<ul style="list-style-type: none"> <li>• Starts after 12 weeks of FMLA</li> <li>• Max coverage up to 18 months</li> <li>• Monthly premium is \$670.30</li> </ul>	<ul style="list-style-type: none"> <li>• Starts after 12-weeks of FMLA</li> <li>• Max coverage up to 24 months</li> <li>• Months 1-12 is \$100 per month</li> <li>• Months 13-24 is \$670.30</li> </ul>

**Please note:** This is an at-a-glance summary of your leave plan options. The rates shown do not apply to every case. Please make sure you review the COBRA Election Notice carefully to determine the benefits that apply to you. If you choose COBRA, you are no longer eligible to return to a Iron Road Healthcare plan unless you return to work and perform the requisite amount of compensated service.

In some cases, you may be eligible to extend COBRA for 11 months. Please review the COBRA Election Notice for eligibility requirements for an extension.

For specific questions, you can contact Iron Road Healthcare Member Services at 800-547-0421, Monday through Friday from 7:30 a.m. - 3:30 p.m., MST.

## NEXT STEPS

Under federal law, you have 60 days from the date of the enclosed letter, or after your regular coverage ends, whichever is later, to select your coverage election. Please visit our website at [ironroadhealthcare.com](https://ironroadhealthcare.com) to make your payment or to complete a COBRA form. You may request a printed form from Member Services by calling 800-547-0421.

If you do not want this coverage option, please let us know right away by calling Member Services at 800-547-0421 and we will remove you from our invoicing process.



Iron Road Healthcare  
P.O. Box 161020  
Salt Lake City, UT 84116-1020  
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Monday - Friday  
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