

401(k) – Employee Voluntary Contribution

Your 401(k) is the amount you voluntarily choose to take out of your paycheck and contribute toward your retirement on a pre-tax basis. This is optional and only occurs if you elect it through your payroll forms. You set the amount up to the IRS maximum for 2026:

- **\$24,500** for members under age 50
 - **+ \$8,000** catch-up for members age 50+
 - **+ \$11,250** additional catch-up for members age 60–63
(Local 4's plan DOES allow this additional catch-up)
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Annuity – Employer Contribution

The annuity is paid by your employer on top of your wages.
It does not come out of your paycheck.

This contribution is made automatically under the Collective Bargaining Agreement and goes directly into your retirement account.

Employer annuity contributions do count toward the total IRS-allowed retirement maximum each year.

IRS Combined Limit

- For 2026, the combined maximum (employee 401(k) + employer annuity) is \$72,000 total
(Age-based catch-up contributions are in addition to this amount.)
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Disclaimer

This memo is provided for informational purposes only.
Contribution decisions, tax implications, and individual eligibility may vary.
Members are strongly encouraged to consult their accountant or financial advisor for decisions related to personal retirement planning.