

	Taxable Wages	ERA effective Jan. 1st.	401K effective 1st of month	Taxable Wages for FICA	Taxable Wages after FICA	
1st Period	\$36.16		\$1.00	\$36.16	\$35.16	
2nd Period	\$40.81		\$2.00	\$40.81	\$38.81	
3rd Period	\$44.97		\$1.00	\$2.00	\$43.97	\$41.97
4th Period	\$49.62		\$1.00	\$4.00	\$48.62	\$44.62
5th Period	\$53.27		\$2.00	\$4.00	\$51.27	\$47.27
6th Period	\$57.93		\$2.00	\$6.00	\$55.93	\$49.93
7th Period	\$61.15		\$4.00	\$6.00	\$57.15	\$51.15
8th Period	\$65.80		\$4.00	\$8.00	\$61.80	\$53.80
9th Period	\$69.46		\$4.00	\$8.00	\$65.46	\$57.46
10th Period	\$78.76		\$4.00	\$10.00	\$74.76	\$64.76
J Journeyman	\$80.07		\$4.00	\$10.00	\$76.07	\$66.07

The numbers in red are what you would make an increase to and the ones in blue are to just show what is already being contributed.

You should start by filling out the contribution form and chose to contribute \$1/hr to the 401K right away. Typically this will take place the 1st of the following month from when you turn in your form but may be sooner depending on how early in the month your form is received by the union hall. \$10 is not the max contribution that you can make, you have the ability to contribute any whole dollar. There is an annual limit to what you can contribute through the IRS. If you attend the retirement planning classes, you will learn this and the importance of contributing what ever it takes to reach that limit. This is a good start for now though.

Next winter in the month of November when it is open enrollment, you should fill out the form to contribute \$1/hr to the Extended Reserve Account (this money is accessed by your Benny card and may be used to help cover medical insurance premium while out of work or any other eligible medical or dental expenses). It will go into effect on Jan. 1st. Typically you will be eligible for your 3rd period raise at the end of February so there will be a few weeks where you see a reduction in your taxable wages before your next raise kicks in.

The dates in which your raises take effect might not line up with this chart as closely as described. There might be bigger delays between when you chose to increase your contribution to the ERA and when you get your raise advancement so plan accordingly.