



# FOX VALLEY & VICINITY LABORERS

## HEALTH AND WELFARE AND PENSION FUNDS

January 21, 2026

Subject: Federal Income Tax Withholding  
Fox Valley and Vicinity Laborers Pension Fund

### BOARDS OF TRUSTEES

#### **WELFARE FUND**

Employer Trustees

*John P. Bryan, Chairman*

*Steven E. Lamp*

*Brian T. Rausch*

Employee Trustees

*Alberto Alfaro*

*Michael S. Bivins*

*Brian M. Urso, Secretary*

#### **PENSION FUND**

Employer Trustees

*John P. Bryan, Chairman*

*Steven E. Lamp*

*Brian T. Rausch*

Employee Trustees

*Michael S. Bivins*

*Brandon J. Sheahan*

*Brian M. Urso, Secretary*

Dear Retiree, Surviving Spouse, or Beneficiary:

**Effective February 1, 2026**, the amount of federal tax being withheld from your payments, if any, may be different because the Internal Revenue Service tax withholding tables have changed. This adjustment may slightly affect the net dollar amount of your direct deposit or pension check. Please note, you will not be affected by this change if you elected a flat amount or percentage for tax withholding.

Withholding is one way for you to pay a portion of your income tax gradually throughout the year. If no tax or not enough tax is withheld from your benefits, you could owe a surprisingly large sum to the IRS in April, plus interest and penalties for underpaying your taxes during the year. Additionally, this could result in having to pay estimated taxes during the year. Of course, whether you must pay federal income tax on your benefit payments depends on the total amount of your taxable income.

Consider completing a new IRS Form W-4P each year and when your personal or financial situation changes. A copy of the most recent IRS Form W-4P is enclosed if you choose to request a change in your withholding. This form is always available in the Fund Office or on our website at [www.fvlab.com](http://www.fvlab.com). Any changes will be put into effect by the first of the month approximately 30 days after we receive the updated form.

***NO ACTION IS NECESSARY IF YOU DO NOT WISH TO CHANGE YOUR  
WITHHOLDING ELECTION AT THIS TIME.***

Please note, the Fund Office is unable to assist you regarding your appropriate tax withholding election. Therefore, we recommend that you consult with a qualified tax advisor about the applicable withholding amount.

Sincerely,

The Fox Valley Laborers Fund Office

Enclosure



**Withholding Certificate  
 for Periodic Pension or Annuity Payments**  
 Give Form W-4P to the payer of your pension or annuity payments.

**2026**

<b>Step 1: Enter Personal Information</b>	(a) First name and middle initial	Last name	(b) Social security number
	Address		
	City or town, state, and ZIP code		
	(c) <input type="checkbox"/> Single or Married filing separately <input type="checkbox"/> Married filing jointly or Qualifying surviving spouse <input type="checkbox"/> Head of household (Check only if you're unmarried and pay more than half the costs of keeping up a home for yourself and a qualifying individual.)		
<b>Caution:</b> To claim certain credits or deductions on your tax return, you (and/or your spouse if married filing jointly) are required to have a social security number valid for employment. See page 2 for more information.			

**TIP:** Consider using the estimator at [www.irs.gov/W4App](http://www.irs.gov/W4App) to determine the most accurate withholding for the rest of the year if you: are completing this form after the beginning of the year; expect to receive your payments only part of the year; or have changes during the year in your marital status, number of pensions/jobs for you (and/or your spouse if married filing jointly), dependents, other income (not from jobs or pension/annuity payments), deductions, or credits. Have your most recent payment statements/pay stubs from this year available when using the estimator. At the beginning of next year, use the estimator again to recheck your withholding.

**Complete Steps 2-4 ONLY if they apply to you; otherwise, skip to Step 5.** See pages 2 and 3 for more information on each step, when to use the estimator at [www.irs.gov/W4App](http://www.irs.gov/W4App), and how to elect to have no federal income tax withheld (if permitted).

**Step 2:** Complete this step if you (1) have income from a job or more than one pension/annuity, or (2) are married filing jointly and your spouse receives income from a job or a pension/annuity. **See page 2 for examples on how to complete Step 2.**  
 Do **only one** of the following.

(a) Use the estimator at [www.irs.gov/W4App](http://www.irs.gov/W4App) for the most accurate withholding for this step (and Steps 3-4). If you or your spouse have self-employment income, use this option; **or**

(b) Complete the items below.

(i) If you (and/or your spouse) have one or more jobs, then enter the total taxable annual pay from all jobs, plus any income entered on Form W-4, Step 4(a), for the jobs, minus the deductions entered on Form W-4, Step 4(b), for the jobs. Otherwise, enter "-0-". . . \$ \_\_\_\_\_

(ii) If you (and/or your spouse) have any other pensions/annuities that pay less annually than this pension/annuity, then enter the total annual taxable payments from all lower-paying pensions/annuities. Otherwise, enter "-0-". . . . . \$ \_\_\_\_\_

(iii) Add the amounts from items (i) and (ii) and enter the **total** here . . . . . \$ \_\_\_\_\_

**TIP:** To be accurate, submit a new Form W-4P for all other pensions/annuities if you haven't updated your withholding since 2021 or this is a new pension/annuity that pays less than the other(s). Submit a new Form W-4 for your job(s) if you have not updated your withholding since 2019.

**Complete Steps 3-4(b)** on this form only if (b)(i) is blank **and** this pension/annuity pays the most annually. Otherwise, do not complete Steps 3-4(b) on this form.

<b>Step 3: Claim Dependent and Other Credits</b>	If your total income will be \$200,000 or less (\$400,000 or less if married filing jointly): (a) Multiply the number of qualifying children under age 17 by \$2,200 . . . . . <b>3(a)</b> \$ _____ (b) Multiply the number of other dependents by \$500 . . . . . <b>3(b)</b> \$ _____ (c) Add other credits, such as foreign tax credit and education tax credits. Enter the total here . . . . . <b>3(c)</b> \$ _____ Add the amounts from Steps 3(a), 3(b), and 3(c). Enter the total here . . . . . <b>3</b> \$ _____			
--	--	--	--	--

<b>Step 4: Other Adjustments</b>	(a) <b>Other income (not from jobs or pension/annuity payments).</b> If you want tax withheld on other income you expect this year that won't have withholding, enter the amount of other income here. This may include interest, taxable social security, and dividends . . . <b>4(a)</b> \$ _____ (b) <b>Deductions.</b> Use the Deductions Worksheet on page 4 to determine the amount of deductions you may claim, which will reduce your withholding. (If you skip this line, your withholding will be based on the standard deduction.) Enter the result here . . . <b>4(b)</b> \$ _____ (c) <b>Extra withholding.</b> Enter any additional tax you want withheld from <b>each</b> payment . . . <b>4(c)</b> \$ _____			
--	---	--	--	--

No withholding	I request that no withholding be withheld from my payments. See <i>Choosing not to have income tax withheld on page 2</i> . . . . . <input type="checkbox"/>
----------------	--

<b>Step 5: Sign Here</b>	Your signature (This form is not valid unless you sign it.) _____		Date _____
----------------------------------	---	--	------------