



## Commission on Government Forecasting and Accountability

### PENSION IMPACT NOTE *104<sup>th</sup> General Assembly*

BILL NO: **HB 4909**

February 27, 2026

SPONSOR: Stuart

SYSTEM: Illinois Municipal Retirement Fund (IMRF)

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#### FISCAL IMPACT

According to IMRF **HB 4909** may lead to minor administrative issues due to the need to keep track of Taft-Hartley pension plan participants and ensure that the aggregate of total annuity payments from both pension plans for those participants does not exceed the Internal Revenue Code Section 415(b) limit (which is \$290,000 as of CY 2026). IMRF believes the bill would impact only a small number of individuals who were previously ejected from IMRF for participating in a Taft-Hartley pension plan. The fiscal impact is expected to be negligible, as the increase in participants would be minimal. As of this writing, IMRF is neutral on this legislation.

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**SUBJECT MATTER:** HB 4909 amends the Illinois Municipal Retirement Fund (IMRF) Article of the Illinois Pension Code to allow IMRF participants to also participate in a Taft-Hartley pension plan as long as the employer's hourly contribution to that plan is equal to or less than \$5.

**COMMENT:** As of Public Act 98-712, (eff. July 16, 2014), employees of an IMRF-participating employer who choose to participate in a Taft-Hartley pension plan are excluded from IMRF.

A Taft-Hartley pension plan (also known as a multi-employer plan) is a pension plan formed between multiple employers and a union through a collective bargaining agreement. Participants in a Taft-Hartley plan may work for any participating employer and contribute to (and earn service credit in) a single pension. These plans are common in industries such as construction where employees switch employers on a regular basis.

After the effective date of this legislation, HB 4909 amends Article 7 of the Illinois Pension Code to allow IMRF participants to participate in a Taft-Hartley pension plan while remaining in IMRF if the employer contribution per hour is equal to or less than \$5. HB 4909 also allows retroactive re-admission to IMRF for those for whom a participating employer contributed to both pension funds and who were excluded from IMRF since July 16, 2014 (the effective date of P.A. 98-712) and prior to the effective date of this legislation, provided that the \$5 employer hourly contribution maximum condition is met.

According to IMRF, this bill is an initiative of the Midwest Region of the Laborers' International Union of North America (LIUNA) brought about by a group of IMRF participants who were expelled after an audit found that they had participated in a Taft-Hartley pension plan in violation of the current language of the law. Should the bill become law, they would be readmitted to IMRF. IMRF has expressed concerns that the dual participation language would lead to administrative issues owing to the need to keep track of Taft-Hartley pension plan participants, and the work to ensure that the aforementioned participants do not exceed the Internal Revenue Code Section 415(b) limits on annuity payments (which as of 2026 is \$290,000 annually). The IRC 415(b) limit applies to the aggregate annuity payments of both pension plans.

RF:bs

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