



# **WHY A TEAMSTERS PENSION MATTERS AT COSTCO**

Without a union, all you'll have to retire on is a 401(k) — a glorified personal savings account controlled by Wall Street. You put in the money, the company adds a **small match, and how much you will have when you retire depends on the amount you'll invest out of your wages and the stock market.** You carry the entire risk, and if you can't afford to contribute enough, you'll retire with less.

Even Ted Benna, the inventor of the 401(k), has said it was **never meant to replace pensions.** But that's what corporations did: shifted retirement risk onto workers like us.

## **ORGANIZING AS TEAMSTERS WIN US A PENSION**

By organizing with the Teamsters, you're guaranteed by the National Master Agreement participation in the Western Conference Teamsters Pension Plan — one of the strongest union pensions in the country.

## **A WESTERN CONFERENCE PENSION PROVIDES:**

- A guaranteed monthly check for life
- Survivor and disability benefits
- All contributions are paid by Costco — not from your paycheck

## **SPECIAL ADVANTAGES FOR COSTCO WORKERS**

### **SPECIAL VESTING RULE**

- Your years at Costco before organizing will count towards vesting.
- Anyone with 5+ years at Costco vests on their first hour working union.

### **2-FOR-1 PAST SERVICE CREDIT RULE**

- For every 1 year you work under a Teamsters contract, you will receive credit for 2 years of past Costco service credit when calculating your pension benefit.
- Example: 5 years union + 10 years past service = 15 years

## **THE BEST PART!**

You keep your 401(k) and gain a pension on top of it.  
That means personal savings plus guaranteed lifetime retirement income.

**YOU SHOULDN'T HAVE TO  
GAMBLE WITH YOUR RETIREMENT.  
BY ORGANIZING AS TEAMSTERS, YOU WILL  
ACHIEVE REAL RETIREMENT SECURITY.**