Article XX

Retirement Benefits

Section 1. Retirement Plan. All GSWs are eligible to participate in the University's retirement plan on the same terms and conditions as other employees in accordance with the terms of the retirement plan. GSWs are eligible to participate in the plan immediately upon beginning their first appointment. The University shall provide a contribution of 10% of eligible compensation each paycheck to GSWs who elect to participate in the plan and GSWs may contribute an amount of their eligible compensation as allowed by law.

Section 2. Supplemental Retirement Plan. All GSWs are eligible to participate in the supplemental retirement plan in accordance with the terms of the University's supplemental retirement plan. GSWs are eligible to participate in this plan immediately upon beginning their first appointment. This plan allows GSWs to contribute pre-tax income toward their retirement.