

Article ____
RETIREMENT PROGRAMS

Section 1. The University shall create or identify a Defined Contribution retirement plan for SW participation, complying with Internal Revenue Code 403(b), or similar.

Section 2. Pre-Tax and Post-Tax Accounts

Where applicable, the plan will offer pre-tax contribution accounts [e.g. traditional 403(b)] as well as post-tax contribution accounts [e.g. Roth 403(b)]. Each SW shall be able to choose the type of their account(s).

Section 3. SW Eligibility

All SWs shall be eligible to make voluntary contributions to their account(s).

Section 4. Auto-contribute

All SWs shall have the option to automatically contribute a voluntary percentage of their wages to their plan.