

ARTICLE 25: RETIREMENT BENEFITS

A. Retirement Income Plans

Employees hired effective October 1, 2007, elected to become members of the LLNS Defined Benefit Pension Plan and the LLNS 401(K) Savings Plan (TCP1) or the LLNS 401(K) Retirement Plan (TCP2). Employees hired after October 1, 2007, or employees electing to leave TCP1 without leaving the Employer shall participate in TCP2. Employees in the bargaining unit shall participate in TCP1 and TCP2 on the same terms and under the same conditions as participating employees who are not in the bargaining unit. The Employer agrees to meet and confer with the Union to bargain in good faith over the effects, if any, that changes TCP1 or TCP2 or mandated by plan trustees or administrators during the term of this Agreement may have on bargaining unit employees prior to the change or step being implemented in the plan, but the parties' agreement to engage in effects bargaining before the change or step shall not delay the change or step from taking place for all participating employees even though the Union and Employer may have failed to reach agreement or good faith impasse on the effects of the change or step.

Changes to TCP1 or TCP2 or steps mandated by plan trustees or administrators shall be recognized by both the Union and the Employer as allowable and shall not be deemed a breach of this Agreement.