

City to DCTU  
DCTU Successor Negotiations

VEBA Placeholder Supposal  
August 19, 2021

City TA:

Union TA:

9/15/21

**Placeholder VEBA**

The City agrees to create a Labor Management workgroup to explore a Voluntary Employee Beneficiary Association (VEBA) for employees covered by the DCTU.

The City shall allow DCTU members to participate in a Plan(s) which is defined to include a Voluntary Employee Beneficiary Association (VEBA), a Section 457 plan or any other form of non-qualified deferred compensation program.

The Union will be responsible for the administration and management of the VEBA.

The City shall withhold X amount of each individual DCTU member's gross wages per pay period. This amount shall be contributed on the member's behalf to the VEBA each pay period or monthly, the interval to be determined by the City. The withholding shall be made on a pre-tax basis.

Participation is mandatory for all bargaining unit members.