

~~Placeholder~~ **New Article VEBA**

The City agrees to create a Labor Management workgroup to explore a Voluntary Employee Beneficiary Association (VEBA) for employees covered by the ~~DCTU~~ AFSCME 189.

The City shall allow ~~DCTU~~ AFSCME 189 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~~ contribute one percent (1%) of each individual ~~DCTU~~ AFSCME 189 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 contribution ~~withholding~~ shall be made on a pre-tax basis.

Accrued Sick Time will be transferred to the VEBA account upon separation with the City for OPSRP participants.

Participation is mandatory for all bargaining unit members.