



# NOTICE OF REFERENDUM

## VEBA Health Reimbursement Account Plan

To: AFSCME 189 Members in the main bargaining unit

From: Minh Dan Vuong, AFSCME 189 Election Committee

Date: February 6, 2026

AFSCME 189 members in the main bargaining unit\* will be asked to vote in a referendum. The referendum will be held from **February 20 to 27, 2026** by electronic ballot.

The referendum will ask if AFSCME 189 should join a VEBA health reimbursement account plan, effective on or after July 1, 2026 and before June 30, 2027, at a 1-percent rate of pre-tax contributions from wages. A simple majority will provide the decision that will be binding on that bargaining unit through June 2027.

To vote in this referendum you must be an AFSCME 189 member in good standing on February 13, 2026. Your ballot will be sent to your email address on file with AFSCME. To check your membership, update your email address, or become a member, contact the AFSCME Member Services Center at 844-758-6466 or [MSC@OregonAFSCME.org](mailto:MSC@OregonAFSCME.org).

For members who do not have access to the electronic voting technology, which is the ElectionBuddy website, an alternative voting method will be provided – contact the Election Committee at [189electioncommittee@gmail.com](mailto:189electioncommittee@gmail.com) before February 13, 2026 to arrange an alternate voting method.

\* Excludes Auditor's Office, Independent Police Review, Port of Portland, Attorney's Office