



# Election Committee's Report

To: General Membership, March 10, 2026 meeting  
From: Minh Dan Vuong, Election Committee, March 6, 2026

A handwritten signature in black ink, appearing to read "Minh Dan Vuong".

## Referendum Results for the Main Unit: VEBA Health Reimbursement Account Plan

The AFSCME 189 Election Committee held a referendum for members in the main bargaining unit<sup>1</sup> from February 20, 2026, 9 AM to February 27, 2026, 11:59 PM on the question: "Should AFSCME 189 join a VEBA health reimbursement account plan, effective on or after July 1, 2026 and before June 30, 2027, at a 1% rate of pre-tax contributions from wages to the VEBA health reimbursement account?" The results are:

- The majority voted "Yes"
- Eligible voters: 794
- Ballots received: 387. Voter turnout: 49%
- Yes votes: 230. **Yes votes as percentage of ballots received: 59%**
- No votes: 157. No votes as percentage of ballots received: 41%

The Election Committee asks this report be retained with the General Membership meeting minutes.

## Background

The 2025-2027 labor agreement for the AFSCME main unit contains an article authorizing AFSCME to set up a Voluntary Employee Beneficiary Association (VEBA) plan.

On December 9, 2025, the Executive Board approved holding a referendum regarding the VEBA health reimbursement account plan in each applicable AFSCME 189 bargaining unit in approximately January 2026. The Executive Board intended that a simple majority of ballots returned would provide the decision that would be binding on that bargaining unit through June 30, 2027.

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<sup>1</sup> Excluding the Auditor, Independent Police Review, Port of Portland, and Attorney units

Holding a referendum means that all members (in the applicable bargaining unit) are asked to vote. This stands in contrast to AFSCME 189's ordinary decision-making, which, by our local constitution, is vested in the membership when in session in a membership meeting, or in the Executive Board when a membership meeting is not in session.

Further on December 9, 2025, the Executive Board consented to the President's appointment of Minh Dan Vuong to the Election Committee to administer this referendum and authorized the Election Committee to set the start and end dates of this referendum.

On January 13, 2026, the Executive Board approved the referendum to take place in January or February 2026.

On February 6, 2026, the Election Committee gave notice of this referendum to members and set the referendum dates to be February 20 to 27, 2026. As this referendum is **not** an officer election, the notice requirements in the AFSCME International Constitution and AFSCME Local Union Election Manual were not applicable.

There is no minimum threshold for voter turnout.

The AFSCME-Auditor unit is expected to hold a similar referendum in spring 2026.

## Referendum administration

The referendum was conducted as planned. Voters used secret ballots through the Electionbuddy web platform. The cost of using the Electionbuddy web platform was \$99 for this referendum. The Electionbuddy results report can be viewed here:

<https://secure.electionbuddy.com/results/KWVZWBTW3BLJ>.

The Election Committee strives to make voting accessible to every voter. Nobody requested using an alternative to the Electionbuddy web platform. The Election Committee sent ballots to voters on February 20 by email, and also by text message if a cell phone number was recorded in the member database.<sup>2</sup> The Election Committee sent official reminders through the Electionbuddy platform to voters who had not submitted a ballot on February 24 and February 26.

The Election Committee is **not** aware of any concerns or problems that would have impacted the election results. (One member reported to an Executive Board officer that they were unable to access their ballot, but they did not respond to outreach from the

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<sup>2</sup> The Electionbuddy results report indicates that 82 ballots were undeliverable. For the vast majority of them, this actually means that **either** the email **or** the text message was undeliverable. For three members only, **both** email and text message were undeliverable.

Election Committee to resolve the issue. Ballots for three members were undeliverable at **both** their email address and their phone number. The Election Committee denied one non-member's request to participate in the referendum. The margin of victory is larger than these individual cases.)

## Protests

The Election Committee has received no protests regarding this referendum so far.

It has not been determined whether the protest procedures set forth in the AFSCME International Constitution and the AFSCME Local Union Election Manual apply to this referendum.