

NEW NEGOTIATED BENEFIT FOR AFSCME 189 MEMBERS!

HRA VEBA Contributions begin on October 1, 2026

WHAT IS AN HRA?

An HRA is a Health Reimbursement Arrangement. This is a savings account that can be used to pay for healthcare expenses for you, your spouse, and your dependents.

BENEFIT PROGRAM FACTS AT A GLANCE:

- Entirely tax-free - no income or payroll taxes going in or coming out
- A small investment that grows over time - 1% of your paycheck will be contributed automatically and you choose how you want your funds invested
- HRA funds are immediately available for use on healthcare expenses for yourself and your spouse and dependents
- No use-or-lose or carryover limits - your HRA balances carry over year after year and will stay with you if you get a new job or retire



For more info, visit AFSCME 189's
VEBA page:



Have questions or want to join
the VEBA committee?
Reach out to us here:
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veba

Local 189

AFSCME