



# Community Colleges of Spokane District Benefits Office

Business Office  
501 N Riverpoint Blvd MS 1006, Suite 204 ▪ Spokane, WA 99217-6000

<u>VEBA Vote Results</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>
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Classified Head Start Bargaining Unit

Sick Leave cash-out at retirement to VEBA account	YES	YES	YES
Monthly contributions of gross salary to a VEBA account	NO	YES	YES
If YES, at what rate (1,2,or 3%)	n/a	1%	1%
A new vote will take place for each calendar year	YES	NO	NO

Classified Custodial, Grounds and Trades and Crafts Bargaining Unit

Sick Leave cash-out at retirement to VEBA account	NO	NO	NO
Monthly contributions of gross salary to a VEBA account	NO	NO	NO
A new vote will take place for each calendar year	YES	YES	YES

Classified Office & Clerical Bargaining Unit

Sick Leave cash-out at retirement to VEBA account	YES	YES	YES
Monthly contributions of gross salary to a VEBA account	YES	YES	YES
If YES, at what rate (1,2,or 3%)	1%	1%	1%
A new vote will take place for each calendar year	YES	YES	YES

Classified Non-Represented Staff

Sick Leave cash-out at retirement to VEBA account	YES	YES	YES
Vacation Leave cash-out at separation to VEBA account	YES	NO	NO
Monthly contributions of gross salary to a VEBA account	YES	YES	YES
If YES, at what rate (1,2,or 3%)	1%	1%	1%
A new vote will take place for each calendar year	NO	NO	<b>YES</b>

Administrative & Exempt

Sick Leave cash-out at retirement to VEBA account	YES	YES	YES
Vacation Leave cash-out at separation to VEBA account	YES	NO	NO
Monthly contributions of gross salary to a VEBA account	YES	YES	YES
If YES, at what rate (1,2,or 3%)	1%	1%	1%
A new vote will take place for each calendar year	NO	NO	NO

Annually Contracted Academic Employees

Sick Leave cash-out at retirement to VEBA account	YES	YES	YES
Monthly contributions of gross salary to a VEBA account	YES	YES	YES
If YES, at what rate (1,2,or 3%)	1%	1%	1%
A new vote will take place for each calendar year	NO	NO	NO

Adjunct Academic Employees

Sick Leave cash-out at retirement to VEBA account	YES	YES	YES
Monthly contributions of gross salary to a VEBA account	YES	YES	YES
If YES, at what rate (1,2,or 3%)	1%	1%	1%
A new vote will take place for each calendar year	NO	NO	NO