

MEMORANDUM OF UNDERSTANDING
VASSAR COLLEGE
and
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 200UNITED

This Memorandum of Understanding ("MOU") is entered into by and between Vassar College ("the College") and SEIU Local 200 United ("the Union") (collectively, "the Parties"), effective as of the date last signed below.

Eric Eckley's 10/17/2024 verbal warning is withdrawn and grievance settled, non-precedent setting basis except for the mutual professionalism and civility commitments stated below.

The Parties recognize that fostering a professional, respectful, and constructive working relationship between Union representatives and College management personnel is essential to supporting the College's mission, promoting a positive workplace culture, and ensuring productive labor-management relations.

This MOU sets forth the Parties' mutual commitment to civility and professionalism in all interactions between Union and College representatives.

1. Commitment to Respectful Conduct

The Union's representatives, stewards, and members acting in a representative capacity and the College's administrators and managers will engage with each other in a respectful, professional, and civil manner during meetings, communications, and workplace interactions, and shall refrain from personal attacks directed towards each other.

2. Modeling Constructive Dialogue

The Parties will each encourage their representatives to model constructive dialogue, active listening, and collaborative problem-solving when addressing concerns or disputes with the other's representatives.

3. Constructive Complaint Resolution

If either Party believes that the other's representative has violated the principles of civility set forth in this MOU, they may raise the concern with the designated point of contact from the other Party. The Parties agree to address such concerns promptly, in good faith, and informally through discussion aimed at resolving the matter civilly and without escalation. To that end, the College will not discipline bargaining unit members and the Union will not file grievances against the College solely on the basis of an alleged violation of this MOU; in other words, discipline and grievances must be based on alleged violations of the CBA and/or applicable College policies, not this MOU.

4. Non-Waiver of Rights

This MOU is not intended to waive any statutory or contractual rights of either Party. This MOU shall not affect the Union's right to file grievances, the rights of bargaining unit members to engage in protected concerted activity, or the Union's right to advocate on behalf of bargaining unit members.

IN WITNESS WHEREOF, the Parties have executed this MOU as of the dates set forth below.

DATED: 5/29/25

VASSAR COLLEGE

By: 

Ginger Jurecka Blake
AVP of Human Resources

SEIU, LOCAL 200UNITED



Sean Collins
Union Representative, SEIU Local 200United