MEMORANDUM OF AGREEMENT

VASSAR COLLEGE

and

SECURITY, POLICY, AND FIRE PROFESSIONALS OF AMERICA, LOCAL 526

This Memorandum of Agreement (the "Amendment") is entered into by and between Vassar College (the "College") and Security, Police, and Fire Professionals of America, Local 526 (the "Union"), collectively referred to as the "parties," as follows:

WHEREAS, the College and the Union are parties to a Collective Bargaining Agreement dated July 1, 2022 through June 30, 2025 (the "Agreement"), and;

WHEREAS, the parties wish to enter into this MOA to amend the Agreement through this Amendment to set terms for the health care program.

NOW, THEREFORE, in consideration of the mutual agreements set forth herein, the College and the Union enter into this Amendment on the terms and conditions set forth below.

1) SPFPA is actively engaged in good faith discussions with the College about revisions or replacement of the current Agreement. While the College and the Union are not yet ready to finalize a replacement or a revision to the Agreement, we have a shared immediate need to agree on revisions to the Healthcare provisions of the SPFPA Agreement due to a November 1, 2025 enrollment deadline.

2) While the parties continue negotiations for a successor Collective Bargaining Agreement, the Parties agree to the following interim provisions for healthcare coverage, to take effect January 1, 2026:

    a) Health Insurance Premium

        i) Unit members who are regularly scheduled to work thirty (30) hours or more per week, for a minimum of 1,000 hours per year, and their dependents shall be eligible for health insurance coverage through the College. The College will contribute toward the cost of the premiums for all eligible unit members as follows:

        ii) Effective January 1, 2026: 85% toward the cost of family health insurance coverage and 88% toward the cost of individual health insurance coverage.

        iii) The College reserves the right to change health insurance plans so long as comparable coverage is provided.

    b) Health Insurance Buyout

i) Unit members who are otherwise insured may voluntarily opt out of the College's health insurance program and receive a payment of $550 for the year. Eligibility for participation in the buy-out requires submission of the Vassar College Cash-Out Form and proof of alternate coverage by no later than April 1st of the preceding fiscal year.

ii) Re-entry into the District's health insurance program shall be limited to persons who have lost alternative coverage and shall be allowed at any time, subject only to the waiting period, if any, or the health insurance program's rules and regulations. Upon re-entry, the unit member must refund the pro-rated amount of the buy-out paid for the remaining months of the applicable year.

c) Flexible Spending Accounts

i) Employees may participate in the Flexible Spending Accounts (FSA) operated by the College through the Benefits Office.

d) Dependent Care Spending Account

i) Unit members may participate in the Dependent Care Spending Account operated by the College through the Benefits Office, subject to any plan restrictions.

e) Accidental Death & Dismemberment Insurance

i) The College shall provide all full time unit members working at least 1,000 hours per year with accidental death & dismemberment insurance after the completion of three (3) months of employment with the College. However, if a unit member received accidental death & dismemberment insurance through another employer within three (3) months prior to beginning employment with the College, that unit member will be eligible for such coverage with the College after one (1) month of employment. The coverage shall be $50,000. The College shall be responsible for the cost of the premiums.

f) Life Insurance

i) The College shall provide all full time unit members working at least 1,000 hours per year with term life insurance after the completion of three (3) months of employment with the College. However, if a unit member received life insurance through another employer within three (3) months prior to beginning employment with the College, that unit member will be eligible for life insurance coverage with the College after one (1) month of employment. The coverage shall be $50,000. The College shall be responsible for the cost of the premiums.

g) Supplementary Coverage

i) The College shall offer to an employee eligible for insurance under sections 5 and 6 of this article, additional Accidental Death & Dismemberment Insurance and Life Insurance coverage at cost, provided the plan allows it and subject to the provisions of the plan.

3) The terms of this Amendment will be effective during open enrollment in 2025 and shall remain in effect for the benefit year of 2025, unless replaced or revised by written agreement of the College and the SPFPA Local 526.

DATED: 9/23/2025

VASSAR COLLEGE	SPFPA
By:	
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AVP of Human Resources	President, SPFPA - Local 526