

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

This Memorandum of Agreement (the "Amendment") is entered into by and between Vassar College (the "College") and SEIU, Local 200United (the "Union"), collectively referred as the "parties," as follows:

WHEREAS, the College and the Union are parties to a Collective Bargaining Agreement dated July 1, 2025 through June 30, 2028 (the "Agreement"); and

WHEREAS, the parties wish to enter into this MOA to amend the Agreement through this Amendment to the Winter Intersession positions.

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.

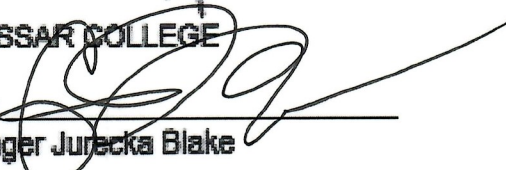
- 1) Effective at the beginning of the 2026-2027 academic year, the College agrees to a minimum of Intersession employment opportunities in Facilities Operations for eligible employees based on operational needs as follows:

Summer	15 positions
Winter	10 positions
Spring	5 positions

- 2) Intersession employees shall be scheduled to work forty (40) hours a week and be paid at the appropriate hourly rate for Level I for the temporary classification assigned. Intersession employees in Level II who have the skill and experience to perform the full scope of their Intersession employment classification are eligible to receive the Level II rate.
- 3) The College retains the right to post for additional Intersession employment opportunities in Facilities Operations based on operational needs and in a manner consistent with the provisions of this Article of the Agreement.
- 4) The parties agree that, upon execution of this Amendment, Article 11, Section 4 of the current Agreement shall be deemed superseded in its entirety, and the terms outlined in this Amendment shall govern in its place.
- 5) This MOA shall remain in full force and effect until June 30, 2028, at which time it will expire and no longer be in effect unless mutually extended or modified in writing by the parties.
- 6) This MOA shall not be precedent setting.

DATED: 12/4/25

VASSAR COLLEGE

By: 
Ginger Jurecka Blake

SEIU LOCAL 200UNITED


Sean Collins