

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 set terms for the Gardener Leader rate of pay.

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 July 1, 2025, the Gardener Leader rate of pay shall be adjusted in accordance with the rate table below:

Job Title	Level I Rate 7/1/25	Level II Rate 7/1/25	Level I Rate 7/1/26	Level II Rate 7/1/26	Level I Rate 7/1/27	Level II Rate 7/1/27
Gardener Leader	\$30.42	\$34.18	\$31.33	\$35.21	\$32.27	\$36.27

- 2) 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.
- 3) This MOA shall not be precedent setting.

DATED: 12/18/25

VASSAR COLLEGE

By: _____

Ginger Jurecka Blake

SEIU LOCAL 200UNITED

Sean Collins