

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 Union filed a grievance regarding the compensation of essential employees during early dismissal events, and the Parties now wish to resolve the grievance through this Memorandum of Agreement as a full and final settlement of that matter.

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, when the College announces an early dismissal for non-essential employees prior to a holiday (e.g., a 3:00 PM dismissal the day before Thanksgiving), full-time and part-time hourly employees designated as essential employees who are either required to remain at work beyond the dismissal time or whose scheduled hours of work starts at or after the dismissal time on that day will be recognized as follows:
 - a) Full-time and part-time hourly essential employees whose scheduled shift extends beyond the early dismissal time (e.g., a 3:00 PM dismissal time and a unit member's shift ends at any time after 3:00 PM) or whose scheduled shift starts and ends after the early dismissal time will receive the option to receive:
 - i) double time pay for all hours worked after the early dismissal time, or
 - ii) two (2) hours of vacation time added to their accrual balance.
 - b) Requests to schedule the use of vacation time shall be submitted in the manner provided for in Article 15 of the Agreement.
- 2) This MOA applies only to early dismissal events declared by the College where essential employees are required to remain at work. It shall not apply to full-day closures, delayed openings, or early dismissals related to inclement weather emergencies.
- 3) Nothing in this MOA shall be construed to establish a past practice, or to modify or amend the existing CBA, except as explicitly stated herein. This Agreement shall not serve as evidence of any prior obligation or practice in any future dispute or proceeding.

- 4) 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.
- 5) This MOA shall not be precedent setting.

DATED: 2/8/26

VASSAR COLLEGE

By:

Ginger Jurecka Blake

SEIU LOCAL 200UNITED

Sean Collins