

**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 desire to clarify the application of the Floating Birthday Holiday;

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) The parties agree that when a regular employee is on an approved leave of absence during all or part of the six (6) month period following their birthday and, as a result, is unable to use their Floating Birthday Holiday within that period, the employee shall be permitted to use the Floating Birthday Holiday within one (1) month following their return to active employment.
- 2) All requests to use the Floating Birthday Holiday remain subject to the existing requirement that the date be mutually agreeable to the employee and the department.
- 3) This Amendment 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.
- 4) This Amendment shall not be precedent setting.

DATED: 7/8/26

VASSAR COLLEGE

By: _____

Ginger Jurecka Blake

SEIU LOCAL 200UNITED

Sean Collins