

**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 discontinue the Shop Helper classification and provide affected employees with meaningful opportunities to develop trade-specific skills and pursue career advancement within the bargaining unit;

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 6, 2026, the Shop Helper positions occupied by the employee identified below shall be converted to the following classifications:
 - a) One (1) Shop Helper shall be converted to Locksmith and Window Technician and be compensated at the Level 1 Locksmith rate of pay
 - b) One (1) Shop Helper shall be converted to Painter and be compensated at the Level 1 Painter rate of pay
 - c) One (1) Shop Helper shall be converted to Roofer and be compensated at the Level 1 Roofer rate of pay
- 2) Employees covered by this agreement shall remain at the Level 1 rate of pay until a position occupied by a Level 2 employee becomes vacant. At that time, employees shall become eligible for movement to the Level 2 rate, provided they satisfy all applicable qualifications and requirements for Level 2 status. Upon the occurrence of such a vacancy, management shall retain sole discretion to determine the allocation and reallocation of FTE positions within the department.
- 3) Upon implementation of this Amendment, no bargaining unit employees shall remain in the Shop Helper classification.
- 4) The Parties acknowledge that these assignments are intended to provide employees with practical experience and training within a specific trade area, allowing them to develop the skills necessary for future advancement opportunities.
- 5) The assignments are designed to create a clearer career pathway toward progression into positions such as Locksmith, Painter, Roofer, or other related classifications for which the employee becomes qualified.
- 6) Employees assigned under this Amendment shall remain eligible to apply for posted vacancies, promotional opportunities, or other bargaining unit positions in accordance with the provisions of the Agreement.

- 7) Nothing in this Amendment guarantees promotion into any specific position. Employees must meet the qualifications and selection requirements applicable to any position for which they apply.
- 8) This Amendment shall not be precedent setting.

DATED: 6/30/2026

VASSAR COLLEGE

By 

Ginger Jurecka Blake

SEIU LOCAL 200 UNITED



Sean Collins