

**Memorandum of Agreement
Between
Bennington College
&
Service Employees International Union Local 200United**

WHEREAS, Bennington College (the "College") and Service Employees International Union Local 200United (the "Union") are parties to a Collective Bargaining Agreement (effective July 1, 2024, through June 30, 2027) (the "CBA"); and

WHEREAS, Article 20 of the CBA (Wages and Hours) provides that the wage rates for bargaining unit employees shall be no less than the wage classification as indicated on Schedules A and B of the CBA, and that the wage rates in Schedules A and B may be modified if desired by the College by negotiation with the Union;


WHEREAS, the College has proposed to increase wage rates identified in Schedule A and the Union has agreed to these proposals following negotiation between the Parties in accordance with Article 20 of the CBA;

NOW, THEREFORE, the Parties agree as follows:

1. Effective June 23, 2025, the wage rate for boiler operators shall be increased as follows and the Schedule A of the CBA shall be replaced by new wage [Schedule A](#) attached to this Memorandum of Agreement.
2. The wage rate increases that become effective on June 23, 2025, and July 1, 2026, for boiler operators are intended to be the only wage increases that go into effect for the duration of the term of the CBA, unless otherwise agreed to and negotiated by the Parties.

This Memorandum of Agreement (hereinafter called "Memorandum" or "MOA") is made by and between Bennington College (hereinafter referred to as the "College") and Service Employees International Union, Local 200United (hereinafter referred to as the "Union"). The College and the Union agree to the following as a modification to the current Collective Bargaining Agreement:

Dated: June 23, 2025

Mary Keeney 
Mary Keeney
Assistant Vice President for Human Resources
Bennington College

Dated:

Scott R. Phillipson
Scott Phillipson
President
SEIU Local 200United

Effective July 1, 2024, All employees in the bargaining unit will receive a wage increase to their base rate equal to 2.0%, plus a \$.63 increase following the addition of the percentage increase.
Effective July 1, 2025, All employees in the bargaining unit will receive a wage increase to their base rate equal to 2.0% of the College's General Adjustment, whichever is higher.
Effective July 1, 2026, All employees in the bargaining unit will receive a wage increase to their base rate equal to 2.0% of the College's General Adjustment, whichever is higher.

Schedule A	FY2024 (07-01-23)		FY2025 (07-01-24)		04-21-25		05-30-25		06-23-25		FY2026 (07-01-25)		FY2027 (07-01-26)	
	Hired After 3/1/1984	Hired Before 3/1/1984	Hired After 3/1/1984	Hired Before 3/1/1984	Hired After 3/1/1984	Hired Before 3/1/1984	Hired After 3/1/1984	Hired Before 3/1/1984	Hired After 3/1/1984	Hired Before 3/1/1984	Hired After 3/1/1984	Hired Before 3/1/1984	Hired After 3/1/1984	Hired Before 3/1/1984
Electrician	\$31.75	\$32.46	\$33.02	\$33.74	\$36.00	\$36.72					\$28.44	\$30.77	\$29.01	\$31.39
Plumber	\$30.75	\$31.48	\$32.00	\$32.74	\$36.00	\$36.74			\$34.00		\$30.03	\$30.77	\$30.63	\$31.39
Boiler Operator	\$29.75		\$30.98								\$28.44		\$29.01	
Assistant Boiler Operator							\$27.88				\$30.03		\$30.63	
Carpenter	\$28.25	\$28.96	\$29.45	\$30.17							\$28.44		\$29.01	
Locksmith/Carpenter	\$28.25	\$28.96	\$29.45	\$30.17							\$30.03		\$30.63	
Maintenance Technician	\$24.25	\$24.93	\$25.37	\$26.06							\$25.87	\$26.58	\$26.39	\$27.11
Groundskeeper	\$23.25	\$23.94	\$24.35	\$26.48							\$24.83	\$27.01	\$25.33	\$27.55
Utility Cleaner/Mover	\$18.75	\$21.29	\$19.76	\$22.35							\$20.15	\$22.79	\$20.55	\$23.26
Housekeeper	\$18.25	\$20.76	\$19.25	\$21.81							\$19.63	\$22.24	\$20.02	\$22.69

Schedule B	FY2024 (07-01-23)		FY2025 (07-01-24)		FY2026 (07-01-25)		FY2027 (07-01-26)	
	Hired After 3/1/1984	Hired Before 3/1/1984	Hired After 3/1/1984	Hired Before 3/1/1984	Hired After 3/1/1984	Hired Before 3/1/1984	Hired After 3/1/1984	Hired Before 3/1/1984
Food Handler #1								
First Cook	\$21.45	\$23.41	\$22.51	\$24.51	\$22.96	\$25.00	\$23.42	\$25.50
Second Cook	\$21.45	\$22.80	\$22.51	\$23.89	\$22.96	\$24.36	\$23.42	\$24.85
Baker	\$21.45	\$23.39	\$22.51	\$26.53	\$22.96	\$27.06	\$23.42	\$27.60
Salad Chef	\$21.45	\$22.80	\$22.51	\$23.89	\$22.96	\$24.36	\$23.42	\$24.85
Relief Cook	\$21.45	\$22.26	\$22.51	\$23.34	\$22.96	\$23.80	\$23.42	\$24.28
Food Handler #2								
Cook's Helper	\$19.50		\$20.52		\$20.93		\$21.35	
Storeroom Receiver	\$20.22	\$22.83	\$21.25	\$23.92	\$21.68	\$24.39	\$22.11	\$24.88
Support Staff #1								
Utility Worker	\$18.25	\$20.64	\$19.25	\$21.68	\$19.63	\$22.12	\$20.02	\$22.56