

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 Union is the sole and exclusive bargaining representative of the employee classifications/titles listed on Schedules A and B of the CBA;

WHEREAS, the College has proposed to identify a new classification and wage rate identified in Schedule A and the Union has agreed to the creation of this new classification and wage rate after negotiation between the Parties in accordance with Article 20 of the CBA;

NOW, THEREFORE, the Parties agree as follows:

1. Effective May 30, 2025, a new classification for Assistant Boiler Operator shall be recognized as covered by the CBA. The wage rate for Assistant Boiler Operators shall be put in place as follows, and Schedule A of the CBA shall be replaced by the new wage [Schedule A](#) attached to this Memorandum of Agreement.

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: May 30, 2025

Mary Keeney DS
Mary Keeney
Assistant Vice President of Human Resources
Bennington College

Dated: July 23, 2025

Scott R. Phillipson
Scott Phillipson
President
SEIU Local200United