

**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 identify new classification 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 February 9, 2026, the wage rate for HVAC Technician 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: February 9, 2026



Ted O'Reilly  
Interim VP for Finance and Administration  
Bennington College

Dated:



Scott Phillipson  
President  
SEIU Local200United

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% or 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% or the College's General Adjustment, whichever is higher.

	FY2024 (07-01-23)		FY2025 (07-01-24)		04-21-25		05-30-25		06-23-25		FY2026 (07-01-25)		07-11-25		02-09-26		FY2027 (07-01-26)		
	Hired After 3/1/1984	Hired Before 3/1/1984																	
Electrician	\$31.75	\$32.46	\$33.02	\$33.74	\$36.00	\$36.72													
Plumber	\$30.75	\$31.48	\$32.00	\$32.74	\$36.00	\$36.74													
Assistant Plumber																			
HVAC Technician																			
Boiler Operator	\$29.75		\$30.98							\$34.00									
Assistant Boiler Operator																			
Carpenter	\$28.25	\$28.96	\$29.45	\$30.17			\$27.88												
Locksmith/Carpenter	\$28.25	\$28.96	\$29.45	\$30.17															
Maintenance Technician	\$24.25	\$24.93	\$25.37	\$26.06															
Groundskeeper	\$23.25	\$23.94	\$24.35	\$26.48															
Utility Cleaner/Mover	\$18.75	\$21.29	\$19.76	\$22.35															
Housekeeper	\$18.25	\$20.76	\$19.25	\$21.81															

	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						
<b>Schedule B</b>								
<b>Food Handler #1</b>								
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	\$25.39	\$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
<b>Food Handler #2</b>								
Cook's Helper	\$19.50		\$20.52		\$20.93		\$21.35	
Storeroom Receiver	\$20.22	\$22.88	\$21.25	\$23.92	\$21.68	\$24.39	\$22.11	\$24.88
<b>Support Staff #1</b>								
Utility Worker	\$18.25	\$20.64	\$19.25	\$21.68	\$19.63	\$22.12	\$20.02	\$22.56