

**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 3 of the CBA (Jurisdiction of Agreement) provides that the wage rates for summer temporary employees shall be paid at no more than ninety (90%) percent of the entry level union scale until they reach 30 calendar days worked;

NOW, THEREFORE, the Parties agree as follows:

1. Effective May 15, 2026, the wage rate for buildings and grounds summer temporary employees (Grounds Helpers and Housekeeping Assistants) will refer to a single classification (Housekeeper) for wage purposes only.
2. This Memorandum of Agreement shall sunset on August 28, 2026, and shall automatically expire on that date unless otherwise mutually agreed to in writing by the Parties.
3. The Parties agree that this MOA is non-precedential and shall not establish a past practice, precedent, or interpretation of the Collective Bargaining Agreement beyond the limited duration and circumstances addressed herein.

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 15, 2026

*Tabatha Cross*

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Tabatha Cross  
Senior Human Resources Director  
Bennington College

Dated:

*Scott R Phillipson*

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Scott Phillipson  
President  
SEIU Local200United