

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, 2019 through June 30, 2023) (the "CBA"); and

WHEREAS, Article 1 of the CBA (Agreement) provides that the period of the CBA to be effective upon the date of signing through June 30, 2023.

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, Article 30 of the CBA (Health and Welfare) provides that each bargaining unit member who participates in a high deductible medical plan will have a Health Savings Account (HSA) created. Participating employees may make elective salary deferral contributions to their respective HSA accounts. The College will contribute the following amounts to the HSAs of employees participating in the College's health plan:

Effective Date	Individual	Two-Person & Family
Jan. 1, 2020	\$1,500	\$2,750
Jan. 1, 2021	\$1,500	\$2,750
Jan. 1, 2022	\$1,250	\$2,500
Jan. 1, 2023	\$1,250	\$2,500

WHEREAS, the College has proposed to extend the period of the CBA through June 30, 2024 and the Union has agreed to this proposal following negotiation between the Parties in accordance with Article 1 of the CBA;

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

WHEREAS, the College has proposed to increase its contribution to participating employee Health Savings Accounts identified in Article 30 (Health and Welfare) and the Union has agreed to this proposal following negotiation between the Parties in accordance with Article 30 of the CBA;
NOW, THEREFORE, the Parties agree as follows:

1. Effective July 1, 2023, the period of the CBA shall be extended through June 30, 2024.
2. Effective July 1, 2023, Schedules A and B of the CBA shall be replaced by new wage Schedules A and B attached to this Memorandum of Agreement.

3. The wage rate increases that become effective on July 1, 2023, 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.
4. Bargaining unit members who are actively participating in the College's high deductible medical plan will have a Health Savings Account (HSA) created. Participating employees may make elective salary deferral contributions to their respective HSA accounts. The College will contribute the following amounts to the HSAs of employees participating in the College's health plan:

<i>Effective Date</i>	<i>Individual</i>	<i>Two-Person & Family</i>
January 1, 2024	\$1,500	\$2,750

5. Effective as of the ratification date, the College shall provide a one-time bonus payment of \$300.00, less applicable required taxes, to all active bargaining unit members who are in active standing at the time the bonus payment is payable. The one-time bonus payment will be payable to eligible employees in a separate paycheck and payable following the ratification of 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: April 16, 2023

Heather Faley

Heather Faley
Associate Vice President for Human Resources
Bennington College

Dated: April 16, 2023

Scott R Phillipson

Scott Phillipson
President
SEIU Local200United