

Wage Scales

SEIU Rate Structure Effective July 1, 2021			
Job Grade	Entry Rate	9 Month Rate	18 Month Rate
A	\$17.57	\$19.07	\$19.57
B	\$19.30	\$19.80	\$20.30
C	\$19.97	\$20.47	\$20.97
D	\$20.38	\$20.88	\$21.38
E	\$21.25	\$21.75	\$22.25
F	\$21.82	\$22.32	\$22.82
G	\$22.26	\$22.76	\$23.26
H	\$23.56	\$24.06	\$24.56
I	\$24.27	\$24.77	\$25.27
J	\$25.00	\$25.50	\$26.00
K	\$25.82	\$26.32	\$26.82
L	\$26.36	\$26.86	\$27.36
M	\$27.06	\$27.56	\$28.06
N	\$27.39	\$27.89	\$28.39
O	\$28.14	\$28.64	\$29.14
P	\$28.71	\$29.21	\$29.71
Q	\$29.29	\$29.79	\$30.29
R	\$30.43	\$30.93	\$31.43
S	\$31.56	\$32.06	\$32.56
T	\$32.71	\$33.21	\$33.71

NOTE:	<p>Employees hired into grades A, B or C are paid the "entry rate" for the first 12 months of work, the "9 month rate" for months 13 through 24, and the "18 month rate" after 24 months.</p> <p>Employees with designation of "lead" will receive a one dollar (\$1.00) an hour shift premium.</p>
--------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

SEIU Rate Structure
Effective July 1, 2022

Job Grade	Entry Rate	9 Month Rate/ 12 Month Rate (A,B,C)	Job Rate
A	\$18.35	\$19.85	\$20.35
B	\$20.11	\$20.61	\$21.11
C	\$20.81	\$21.31	\$21.81
D	\$21.24	\$21.74	\$22.24
E	\$22.14	\$22.64	\$23.14
F	\$22.73	\$23.23	\$23.73
G	\$23.19	\$23.69	\$24.19
H	\$24.54	\$25.04	\$25.54
I	\$25.28	\$25.78	\$26.28
J	\$26.04	\$26.54	\$27.04
K	\$26.90	\$27.40	\$27.90
L	\$27.45	\$27.95	\$28.45
M	\$28.19	\$28.69	\$29.19
N	\$28.53	\$29.03	\$29.53
O	\$29.31	\$29.81	\$30.31
P	\$29.90	\$30.40	\$30.90
Q	\$30.50	\$31.00	\$31.50
R	\$31.68	\$32.18	\$32.68
S	\$32.87	\$33.37	\$33.87
T	\$34.06	\$34.56	\$35.06

NOTE: Employees hired into grades A, B or C are paid the "entry rate" for the first 12 months of work, the "9 month rate" for months 13 through 24, and the "18 month rate" after 24 months.
Lead positions get rate shown plus \$1.00/hour.

SEIU Rate Structure

Effective July 1, 2023

Job Grade	Entry Rate	9 Month Rate/ 12 Month Rate (A,B,C)	Job Rate
A	\$19.57	\$21.07	\$21.57
B	\$21.37	\$21.87	\$22.37
C	\$22.12	\$22.62	\$23.12
D	\$22.57	\$23.07	\$23.57
D1	\$23.05	\$23.55	\$24.05
E	\$23.53	\$24.03	\$24.53
E1	\$23.84	\$24.34	\$24.84
F	\$24.15	\$24.65	\$25.15
G	\$24.64	\$25.14	\$25.64
H	\$26.07	\$26.57	\$27.07
I	\$26.85	\$27.35	\$27.85
J	\$27.67	\$28.17	\$28.67
K	\$28.57	\$29.07	\$29.57
L	\$29.16	\$29.66	\$30.16
M	\$29.94	\$30.44	\$30.94
N	\$30.30	\$30.80	\$31.30
O	\$32.41	\$32.91	\$33.41
P	\$33.07	\$33.57	\$34.07
Q	\$33.73	\$34.23	\$34.73
R	\$35.03	\$35.53	\$36.03
S	\$36.33	\$36.83	\$37.33
T	\$37.65	\$38.15	\$38.65

NOTE: Employees hired into grades A, B or C are paid the "entry rate" for the first 12 months of work, the "9 month rate" for months 13 through 24, and the "18 month rate" after 24 months, with the exception of grade A employees under MOU.

Lead positions get rate shown plus \$1.00/hour.

Memorandum of Agreement

By and Between

Dartmouth College and

Local 560 of the Service Employees' International Union

Whereas, Dartmouth College (“College”) and Local 560 of the Service Employees’ International Union (“the Union”) are parties to the “Green Book” and “DoSS” collective bargaining agreements (“CBAs”);

Whereas, Article XXVIII, Wages of the CBAs provide for a 2.5% increase to hourly rates effective July 1, 2022;

Whereas, in the interest of promoting good labor relations and expressing appreciation for bargaining unit employees, the College wishes to modify the July 1, 2022 increase;

Now, therefore, the College and the Union agree that Article XXVIII, Wages of both CBAs shall be modified as follows:

1. The July 1, 2022, rate structure will reflect a 4% increase.
2. The July 1, 2023 rate structure will reflect the previously negotiated 2.5% increase, but will be updated to accommodate for the resulting change in the 2022 rate structure.

The College and the Union further agree that the rate structure tables for both 2022 and 2023 shall be updated and incorporated into the CBAs as follows:

DoSS

SEIU Rate Structure			
Effective July 1, 2022			
Department of Safety and Security			
Job Grade	Entry Rate	9 Month Rate	18 Month Rate
Night Security Guard	\$22.14	\$22.64	\$23.14
Comm Ofcr/Dispatcher	\$24.28	\$24.78	\$25.28
Patrolperson	\$24.28	\$24.78	\$25.28
NOTE:	Safety & Security employees have a separate bargaining unit from other SEIU		

SEIU Rate Structure Effective July 1, 2023			
Department of Safety and Security			
Job Grade	Entry Rate	9 Month Rate	18 Month Rate
Night Security Guard	\$22.72	\$23.22	\$23.72
Comm Ofcr/Dispatcher	\$24.88	\$25.38	\$25.88
Patrolperson	\$24.88	\$25.38	\$25.88
NOTE:	Safety & Security employees have a separate bagaining unit from other SEIU		

GREEN BOOK

SEIU Rate Structure Effective July 1, 2022			
Job Grade	Entry Rate	9 Month Rate	18 Month Rate
A	\$18.35	\$19.85	\$20.35
B	\$20.11	\$20.61	\$21.11
C	\$20.81	\$21.31	\$21.81
D	\$21.24	\$21.74	\$22.24
E	\$22.14	\$22.64	\$23.14
F	\$22.73	\$23.23	\$23.73
G	\$23.19	\$23.69	\$24.19
H	\$24.54	\$25.04	\$25.54
I	\$25.28	\$25.78	\$26.28
J	\$26.04	\$26.54	\$27.04
K	\$26.89	\$27.39	\$27.89
L	\$27.45	\$27.95	\$28.45
M	\$28.18	\$28.68	\$29.18
N	\$28.53	\$29.03	\$29.53
O	\$29.31	\$29.81	\$30.31
P	\$29.90	\$30.40	\$30.90
Q	\$30.50	\$31.00	\$31.50
R	\$31.69	\$32.19	\$32.69
S	\$32.86	\$33.36	\$33.86
T	\$34.06	\$34.56	\$35.06
NOTE:	Employees hired into grades A, B or C are paid the "entry rate" for the first 12 months of work, the "9 month rate" for months 13 through 24, and the "18 month rate" after 24 months. Lead positions get rate shown plus \$1.00/hour.		

SEIU Rate Structure Effective July 1, 2023			
Job Grade	Entry Rate	9 Month Rate	18 Month Rate
A	\$18.86	\$20.36	\$20.86
B	\$20.64	\$21.14	\$21.64
C	\$21.36	\$21.86	\$22.36
D	\$21.80	\$22.30	\$22.80
E	\$22.72	\$23.22	\$23.72
F	\$23.32	\$23.82	\$24.32
G	\$23.79	\$24.29	\$24.79
H	\$25.18	\$25.68	\$26.18
I	\$25.94	\$26.44	\$26.94
J	\$26.72	\$27.22	\$27.72
K	\$27.59	\$28.09	\$28.59
L	\$28.16	\$28.66	\$29.16
M	\$28.91	\$29.41	\$29.91
N	\$29.27	\$29.77	\$30.27
O	\$30.07	\$30.57	\$31.07
P	\$30.67	\$31.17	\$31.67
Q	\$31.29	\$31.79	\$32.29
R	\$32.51	\$33.01	\$33.51
S	\$33.71	\$34.21	\$34.71
T	\$34.94	\$35.44	\$35.94
NOTE:	Employees hired into grades A, B or C are paid the "entry rate" for the first 12 months of work, the "9 month rate" for months 13 through 24, and the "18 month rate" after 24 months. Lead positions get rate shown plus \$1.00/hour.		

Except as otherwise explicitly set forth herein, all other matters regarding the terms or conditions in either the SEIU "Green Book" or "DoSS" CBA shall be as set forth in the applicable CBA or as agreed to in writing between the undersigned. For the avoidance of doubt, any dispute or grievance arising under or in connection with this Agreement shall be governed by the provisions of the applicable CBA.

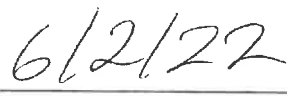
This Agreement is entered into solely for the convenience of the parties to promote good labor relations. This Agreement is non-precedential, arises solely from the circumstances of this unique situation, and shall not be cited as evidence or precedent in any grievance or legal proceeding, now or in the future.

If the foregoing sets forth each party's understanding with respect to this matter, please acknowledge acceptance of and thereby execute this agreement via dated signature below.

For Dartmouth College:



Richard Mills, Executive Vice President

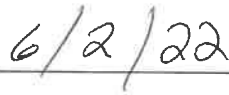


Date

For Local 560 of the Service Employees' International Union:



Christopher Peck, President, Local 560 of
the Service Employees' International Union



Date