

WPI FBC Minutes – Meeting #1 of AY 22-23

9/16/2022

Members in Attendance: Mike Radzicki, Laura Roberts, Shams Bhada, Karen Coghlan, Dirk Albrecht, Nicole Caligiuri, Rob Dempski, Diane Dubois

Absent: Liz Chirico, Jessica Sabourin

1. No minutes to Approve

2. Introductions

3. Rob Dempski (co-chair) asked for someone to volunteer to be the secretary. Diane Dubois volunteered on the condition that all Zoom meetings be recorded for help with minutes. Agreed to meet every 2 weeks via Zoom. Agreed to have the minutes posted on the Faculty Governance Office Page and set up an announcement in WPI Today on where they “live”. Agreed to ask T&I for a 1-hour benefits overview at our next meeting.
4. Mike Radzicki (co-chair) gave a recap of what happened last year: The WPI community wanted the FBC to focus on restoring retirement plan contributions to pre-covid levels and a letter was drafted and sent to FAP and then it became a resolution with Faculty Governance which took a lot of time. Mike stated that the Administration will ask for a solution to that budget issue as to where to cut to provide that level of WPI plan contributions. Even if we do not have a budget solution, it does bring to light what is important to the community. Another topic is reimbursement of receiving a PhD. Laura Roberts pointed out that T&I announced that PhD’s will now be reimbursed. Mike mentioned the point that there are lesser-known benefits such as discount memberships to Wachusett Mountain and other discounts that need to be broadly shared. Karen Coghlan pointed out that the Staff Council idea originated from an FBC meeting.
5. Rob Dempski asked Diane Dubois (Staff Council Rep) to discuss what the Staff Council will meet about, and Diane shared that the first meeting of the Staff Council was brief and very broad. Diane is also very encouraged by that first meeting with Lauren Turner.
6. Laura Roberts discussed Mia Dubosarsky’s WIN grant regarding eldercare and childcare needs. We will ask Mia to speak to our committee and see if we can advocate for those types of benefits. Rob Dempski will reach out to Mia.
7. Diane Dubois asked Mike about the discussion of where the money went that they took from the WPI retirement contributions. It was tied to WPI Forward.
8. Rob Dempski asked during the last five minutes if there were other benefits we should be focusing on. Nicole Caligiuri is interested in the timeline of benchmarking process of positions and salaries. Karen Coghlan is interested in discussing the one-hour unpaid lunch and a policy regarding work from home during snowstorms.
9. Hilary Clark, Joellen Andrews, and Lauren Turned from T&I joined the meeting along with Jessie Campbell from Brown & Brown (benefits consulting firm).

10. Introductions

11. Joellen asked Rob to include her and Hilary in all meetings going forward.

12. Lauren Turner explained that there are decisions that need to be made immediately concerning health care. There are three things Lauren wants to discuss today: Tufts Health Plan, Optum RX and Altus.
13. Medical coverage has 4 plans, and the cost sharing model does not create equitable access. After quite a bit of analysis, research and data gathering, T&I recommends collapsing the current 4 plans to 3 plans. Eliminating the PPO and converting the current HMP \$1000 to a hybrid plan. Once they collapse these plans, they can come back to the FBC and give recommendations for a better cost sharing model. T&I are exploring a decision support tool, MyHealthMath.
14. With the restriction of time, T&I would like to replace the pharmacy copay assistance program with PillarRx a larger network of drugs that will allow some savings.
15. Brown & Brown negotiated a two-year rate guarantee on dental premiums and T&I would like to request another dental vendor in 2024.
16. Lauren stressed the urgency of deciding on the medical plans today. Rob Dempski will be in contact with her.