

Meeting: Fringe Benefits Committee (FBC) 2016/17

Date: 09/26/16

Attended: Fabienne Miller (Chair), Eric Chojnowski, Glenn Gaudette, Jodi Hogan, George Kaminski, Hugh Lauer, Monika Maslen, Paul Reilly, Brian Savilonis, Jagan Srinivasan, Dan Amsden, Kevin Wheeler

Not Present: Kenneth Stafford

Minutes submitted by Kevin Wheeler

Agenda/Notes:

Minutes of 09/21/16 meeting approved as submitted.

Health Insurance

FAP has approved the health insurance changes recommended by the FBC. Tufts will become the new provider as of January 1st.

Suggested 2016/2017 FBC Topics

FBC members passed on requests they have received from WPI employees and submitted potential topics for FBC to investigate.

This includes, in addition to the previously mentioned topics of vacation and health insurance prepayment (the latter topic is tabled):

- Reducing the waiting period to be able to use the education benefit for the employees themselves. FBC will first investigate the history of the current 3-year waiting period.
- Increasing the benefit for external education.
- Investigating a healthcare buyout option for those who do not elect coverage under the WPI Health Insurance plans.
- Visa sponsorship assistance for foreign recruitment.
- Parking at the Gateway Garage.

FBC will discuss vacation carryover first. HR will provide background information on that topic.

Open Enrollment

FBC reviewed the 2016 open enrollment form and instructions distributed to employees by HR. FBC made suggestions to clarify the instructions provided to employees (e.g., HSA, FSA). FBC noted that the instructions provided by HR are comprehensive and should be used in combination with the open enrollment form.

Eric Chojnowski indicated that HR will send out to each employee by email a confirmation of the benefits they chose and encourages them to review that email carefully. HR is also looking into facilitating the enrollment process.

New prescription provider provisions will be communicated to employees by HR in a separate email.