

WPI FBC Minutes – Meeting #1 AY 23-24

8/31/2023

Members in Attendance: Rob Dempski, Mike Hamilton, Shams Bhada, Diane Dubois, Nicole Caligiuri, Sarah Stanlick, Wilson Wong, Jessica Sabourin, Liz Chirico

Absent: Mike Radzicki, Dirk Albrecht

Guest: Joellen Andrews, T&I

Rob Dempski introduced himself as the Committee's Chair and explained how the Fring Benefits Committee is part of FAP and in turn Faculty Governance. We all introduced ourselves and Diane Dubois volunteered to be the committee's Secretary. Rob Dempski then took a vote on that, and we voted on whether to record the meetings to help Diane process the minutes. Both measures passed.

The committee discussed who should be able to watch the recordings of the meetings. The committee agreed that the recordings would only be seen by members of the committee and would not be sent to individuals outside of the committee.

Rob Dempski asked if we could meet every three weeks instead of every two and Mike Hamilton raised that Staff Council meets every other week and that would mean Mike, Diane, and Nicole would miss at least two meetings in A Term. Joellen brought up that with three members absent, we might not reach a quorum for voting. Rob decided to keep it every other week for A Term because of changes that T&I are making.

Joellen presented all the additions and changes Talent and Inclusion will be making in benefits.

Effective January 1, 2024

- Addition of Employee plus child/children health plan option.
- Tufts rebranding to Harvard Pilgrim and what the change means to current networks.
- Delta Dental will replace Altus Dental with a reduction of premium and better coverage.
- New FSA/HAS vendor - Voya (formerly Benefits Strategies) will replace Fidelity
- PENDING – Assessing migration to one 403b provider
- Coming September 2023 – New offering – DetecTogether – Early cancer detection education

Effective October 1, 2023

- Life/Disability will move to Hartford Insurance
- Leave Administration (PLMA, FMLA) will move to Hartford Insurance
- Parental Leave benefit will be providing eight weeks paid leave for ALL parents

Proposal under review – Inequities between unlimited sick time for exempt employees and 12 days for non-exempt employees.

Mike Hamilton asked if the consortium has other health insurance options other than Harvard, now known as Point 32. Joellen answered that there are no other options. EdHealth will look for other providers for next year.

Diane mentioned that she wanted the new FBC term to discuss the salary banding for health insurance and will send out some information regarding the inequities for people making less than 50K a year. Diane also brought up Jessica Sabourin's bereavement leave work that we should also look at that we started to talk about last year. Sarah is also interested in looking to make bereavement leave more transparent and equitable.

