Minutes for Fringe Benefits Committee

Meeting: Fringe Benefits Committee (FBC) 2018-2019  
Date: February 15, 2019  
Location: 50 Prescott St., Suite 1208

Attendees: Joseph Sarkis (Chair), Eric Chojnowski, Jaime Dillon, Bethel Eddy, George Kaminski, Ruth McKeogh, Julia Quinn-Szcesuil, Sarah Wodin-Schwartz, Sharon Wulf

Not Present: Dimitri Koutmos, Nima Rahbar, Wendy Walsh, Kevin Wheeler

Guest: None

Meeting called to order at 12:15 pm

- Approval of Agenda – Approved

- Approval of Minutes – Approved

The topic of revising the policy on summer hours was introduced for discussion.

Eric Chojnowski (WPI Benefits Manager) reviewed the current summer hours policy: employees scheduled to work 40 hours a week will work 37.5 hours per week (and be compensated for 40); employees scheduled to work 37 ½ hours per week will work 35 (and be compensated for 37 ½. Summer hours typically run from mid-May to mid-August.

Eric presented some benchmark summer hour policies from universities within the EdHealth system of which WPI is a member.

There was discussion about the various options including a “9/80 like” week. Employees would receive a full day off for each two week period of full work. Variations on hours was discussed.

Overall discussion included remaining mindful of morale, culture, and equity in all decisions about summer hours policy changes, any scheduling challenges these changes could bring to departments, and how managers would address these issues.

- There was consensus to continue development of a working document.

- Committee members were encouraged to investigate other summer hours if they so choose and to consider what alternatives might best work for all WPI employees. Discussion will continue.

- Next meeting will take place within two weeks.

Meeting adjourned at 1:07 pm

Submitted by Julia Quinn-Szcesuil