



FBC Minutes

13 October 2017

FBC Meeting Minutes

- **Introduction of FBC Members:**
 - Tahar ElKorchi- Chair of FBC and member of FAP
 - Eric Chojnowski- HR
 - George Kaminski- Chemistry/Bio-Chemistry
 - Sharon Wulf- Foisie School of Business
 - Wendy Walsh-Athletics
 - Jodi Hogan-University Advancement
 - Ruth McKeogh-IGSD
 - Bethel Eddy- HU&A
 - Glenn Gaudette-Biomedical Engineering
- Those not in attendance-
 - Paul Reilly
 - Jagan Srinivasan
- **Review charge-** the FBC charge was distributed to the committee.

The FAP Faculty Committee has jurisdiction over FBC and will review all recommendations from the Committee and if approved will be related to the Administration.

A FBC committee member brought up the question of 'what is a fringe benefit'. It is explained as any benefit provided by the university beyond pay for work done. This would cover such benefits like health insurance, dental insurance, tuition benefit, retirement etc.

The FBC asked Eric to review the Fringe benefit.

The proposals from last year's FBC study related to accrual of vacation time were discussed. Eric Chojnowski has informed the committee that HR is in the process of developing a policy related to vacation accrual and use. This policy will be shared with WPI community soon.

HR is also reviewing nonexempt vacation policy.

The FBC also asked if HR could provide the budget for Fringe Benefits. These FB are calculated at 26.6% of salaries. The FBC would like to compare how the WPI Fringe benefits compare with our peer institutions.



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- **Schedule of meetings-**
 - Future meetings will be held biweekly on Friday afternoons at 2pm, the next being October 27th; Nov. 10th; December 1st ; December 15th.
- **Rotate Note taking-**
 - Ruth McKeogh volunteered for this meeting
 - Ruth also asked about audio recording of the meetings for the purpose of taking minutes-it was not felt necessary at this time.
- **Health insurance-** Open enrollment will begin on October 23, with the annual health and benefit fair on October 24th- in Alden Hall. **Market link** is handling the current open enrollment.
- **Vacation policy-**Workday system – will track vacation -FAP approved vacation policy from last year’s meetings and it is with HR to create policy.
- **Tuition policy**
- A discussion related to tuition benefits to employees and dependents was discussed. Issues related to waiting period, flexibility, comparison to peer institutions were discussed. This discussion will continue at a later meeting.

New Business

- Drug prescriptions
- Information on environmental issues as they relate to health insurance claims-
- Morale, inclusion, respect in the work environment
- Offering water aerobics classes