

## Minutes for Fringe Benefits Committee

Meeting: Fringe Benefits Committee (FBC) 2019-2020  
Date: October 8, 2019  
Location: Salisbury Labs 225

**Attendees:** Joseph Fehribach (chair) Eric Chojnowski, Jaime Dillon, Daniel DiMassa, Ruth McKeogh, Julia Quinn-Szcesuil, Wendy Walsh

**Not Present:** Dirk Albrecht, Nima Rahbar, Mark Santiago, Sarah Wodin-Schwartz, Sharon Wulf

**Guest:** Will Darling, Talent & Inclusion

Meeting called to order at 1:30 pm

Proposed Agenda:

1. Call to order (Fehribach)
2. Discussion of a concern about the lack of chiropractic soft tissue care under Tufts HC (Chojnowski)
3. Family Leave tax/payroll discussion (Fehribach, Chojnowski)
4. Other topics the committee wishes to discuss
5. Minutes (Quinn-Szcesuil)
6. Adjournment

Meeting

- Discussion of a concern about the lack of chiropractic soft tissue care under Tufts HC
  - Eric is working with Tufts HC and will report back when he has more information.
- Family Leave tax/payroll discussion
  - Eric reports that WPI is going to avoid payroll deductions with an initial exemption for the first three months of the new law going into effect. Ruth asked for clarity around personal and family leave. Eric answered that WPI is looking into a private plan to see if that will be more cost effective for the two parts of this new policy – personal leave (personal surgery, personal injury) and FMLA (caring for a sick family member, new child in the family). Eric said current FMLA only requires coverage for time away, not pay. The new state law requires paid time away.
- Other topics the committee wishes to discuss
  - Eric confirmed that October 23 is the benefits fair and begins the open enrollment period. Health insurance rates will increase slightly as there has been higher utilization of the services.
  - There was some discussion about dental coverage and when it is time to revisit the coverage. Eric remarked there is a three-year contract as we are approaching the end of Altus contract. Next year WPI can look at other plans to consider. Some questions arose about merging health and dental into one plan and if there is another option between coverage for an individual and coverage for a family—the cost for doing so would be prohibitive.

- Discussion of how merger between Tufts and HPHC will impact WPI's plans. Although it is too early to know, Eric said it could mean there will be another vendor brought into EdHealth for more choices.
- Minutes (Quinn-Szcesuil)
  - Minutes from 9-20-19 meeting were approved by email approvals and in-person approvals at the meeting
- Adjournment
  - Meeting adjourned at 1:56 pm

Submitted by Julia Quinn-Szcesuil