

Minutes for Fringe Benefits Committee

Meeting: Fringe Benefits Committee (FBC) 2020-2021
Date: August 20, 2020
Location: Zoom conference

Attendees: Joseph Fehribach (chair), Dirk Albrecht, Will Darling, Jaime Dillon, Jennifer Graves, Julia Quinn-Szcesuil, Mark Santiago, Sarah Wodin-Schwartz

Not attending: Daniel DiMassa, Nima Rahbar

Meeting called to order at 1:03 pm

- Minutes: No minutes presented

Meeting discussion focused around the recent changes to health insurance contributions that will go into effect in January 2021 and were discussed at the FBC meeting on 8/12/20.

- Members discussed the potential impact of the new salary band plans, deductibles, and family contribution amounts on employees who have significant/frequent use of the health insurance plans; questions on how the university can support those employees. T&I members noted that employees have access to tools to compare prices of procedures and help them plan costs and control personal medical expenses.
- There was continuing discussion around the impact on employees who will now have a 20% copay after reaching the deductible limits; previously costs were covered 100% after the deductible amount was reached.
- T&I members discussed the analysis that went into determining the bands and the low percentage of employees who reach the maximum amounts in a typical year.
- There was also discussion around the other options employees will still have access to and that the HSA plan is only one of many options.
- Discussion around how the plan is already a “done deal” and that there was discussion of the plan within WPI Forward committees.
- FBC wants to ensure there is no suggestion that the FBC voiced support or opposition to the plan as it was brought to the committee when details were finalized.
- Adjournment
 - Meeting adjourned at 1:56 pm

Submitted by Julia Quinn-Szcesuil 9/25/20

Addendum:

Two new FBC members were announced on 9/8/20

- Sue Smith, Biomedical Engineering Department
- Nicole Caligiuri, Computer Science Department

Three FBC members will not be on the committee this year:

- Ruth McKeogh informed the FBC she was not assigned as a staff representative to committee again and will not be on the FBC this year.
- Wendy Walsh will no longer be a staff representative of FBC.
- Sharon Wulf retired and is no longer a faculty representative of FBC.