

## Minutes for Fringe Benefits Committee

Meeting: Fringe Benefits Committee (FBC) 2020-2021  
Date: December 3, 2020  
Location: Zoom conference

**Attendees:** Michael Radzicki (chair), Jon Abraham, Nicole Caligiuri, Jaime Dillon, Daniel DiMassa, Jennifer Graves, Julia Quinn-Szcesuil, Nima Rahbar, Mark Santiago, Sue Smith, Sarah Wodin-Schwartz

**Not attending:** Dirk Albrecht, Will Darling

Meeting called to order at 2:00 pm

- Minutes: Minutes from November 19, 2020 were approved
- Discussion about the potential for meeting in January; days and times looked at; initiating the use of Teams for FBC information and documents; suggestion to upload FBC mission statement to Teams.
- A question about the 24- vs. 28-hour change for employees to qualify for benefits will be followed up on; discussion around if any individuals will be grandfathered and how much notification individuals might receive before benefits end.
- Issues for the remainder of AY 2020-21 were discussed and include
  - Flexible summer hours
    - This ongoing issue was sidelined by T&I's urgent COVID work.
  - Underutilized benefits
    - FBC members act as ambassadors to help employees understand their benefits and to relay any concerns. Underutilized benefits include the Employee Assistance Program (EAP), retirement planning 1:1 sessions, Tufts Wellness Programs, and the vision program through Tufts coverage. Discussion around potential barriers to employees using these programs included not being aware or not interested in these benefits, not having the time to take advantage of them. Possible improvements could include changing the delivery of programs (including videos).
  - Health insurance
    - Is there a need for FBC to work with WPI Forward's healthcare committee and act as ambassadors in the role? Upcoming issues include COVID-19 vaccinations and the merger of Tufts and Harvard Community Health.
  - Chiropractic care and mental health coverage
    - Discussion around employee feedback that people wanted more chiropractic care and more mental health coverage and the possible need to advocate for additional benefits in these areas. FBC member brought up the issue of declining student mental health. Some employees mentioned to an FBC member that they hoped mental health care would be considered preventive care. FBC member raised that this related to one of the underutilized benefit issues previously discussed. The EAP offers three free counseling sessions per family member, per issue.
  - Retirement contributions
    - Discussion around the FY 2020-21 reduction in university-match retirement contributions. FBC member mentioned that benchmarking for

such comparisons with other universities must include more than single issue.

- Adjournment
  - Meeting adjourned at 3:05 pm

Submitted by Julia Quinn-Szcesuil 3/3/21