

## Minutes for Fringe Benefits Committee

Meeting: Fringe Benefits Committee (FBC) 2019-2020  
Date: February 7, 2020  
Location: Salisbury Labs 225

**Attendees:** Joseph Fehribach (chair), Will Darling, Jaime Dillon, Jennifer Graves, Ruth McKeogh, Julia Quinn-Szcesuil, Mark Santiago, Wendy Walsh, Sarah Wodin-Schwartz, Sharon Wulf

**Not Present:** Dirk Albrecht, Daniel DiMassa, Nima Rahbar

### Proposed Agenda:

1. Call to Order
2. Minutes
3. Non-Dependents Forced from Health Care Coverage
4. Other Health Care Coverage Concerns
5. Possible Benefit Reductions
6. Other Topics the Committee Wishes to Discuss
7. Adjournment

### Meeting

Meeting called to order at 10:03 am

- Minutes
  - Minutes from 12-3-19 meeting were approved as amended
- Non-Dependents Forced from Health Care Coverage
  - Committee members and HR representatives discussed hearing concerns from employees who had previously covered nondependents on their health insurance and who were now not covered. There was concern about any potential legal issues this might raise for employees. The policy was put into effect last fall when a routine audit of self-funded medical plans under EdHealth, WPI's third-party healthcare plan manager, found several cases like this. Eleven notifications were sent concerning this issue. Covering nondependent individuals on a health plan is not allowed under a self-funded healthcare policy. Committee members discussed the potential issues surrounding this and suggested that this policy be made very clear to employees and potential employees going forward. Employees should also immediately notify WPI of any change in status that could impact their health plan coverage. HR representatives are working with Tufts.
- Other Health Care Coverage Concerns
  - Committee discussed healthcare coverage changes and unexpected bills. Employees have reported spending considerable time trying to clarify bills from healthcare providers and Tufts about coverage. Committee member asked if WPI can let it be known during future healthcare plan negotiations that this is an important issue with employees and many are reporting being unhappy with current results.
- Possible Benefit Reductions
  - Committee members discussed hearing concerns from employees about WPI

Forward's potential impact to them. Members also brought forth employee frustration around general communication and response from the Division of Talent & Inclusion.

- Other Topics the Committee Wishes to Discuss
  - Update: The summer hours policy is currently under review by the Division of Talent & Inclusion.
  - Update: Tufts now covers acupuncture visits by an in-network provider for a specific number of visits per year.
- Adjournment
  - Meeting adjourned at 11:06 am

Submitted by Julia Quinn-Szcesuil 2/11/20

Amended with edits 3/31/20