

Minutes for Fringe Benefits Committee

Meeting: Fringe Benefits Committee (FBC) 2018-2019
Date: March 28, 2019
Location: Higgins Labs 102

Attendees: Joseph Sarkis (Chair), Jaime Dillon, Ruth McKeogh, Julia Quinn-Szcesuil, Wendy Walsh, Kevin Wheeler, Sarah Wodin-Schwartz, Sharon Wulf

Not Present: Eric Chojnowski, Bethel Eddy, George Kaminski, Dimitri Koutmos, Nima Rahbar,

Guest: None

Meeting called to order at 1:07 pm

- **Approval of Agenda** – Approved
- **Approval of Minutes from 3/14/19** -- Approved
- Proposed changes to summer hours were approved by FAP and have been sent to Talent & Inclusion. The next step would be T&I taking them to Business Council.
- The discussion about shortening waiting periods for tuition eligibility for full-time employees and spouses occurred. The proposed changes were not finalized at the end of last year. Joe Sarkis will take the proposed new language to FAP in April.
- The following three items, as recommendations, are to be taken to FAP for further consideration:
 - (1) **For full time employees (who have completed at least 1450 hours in a year): FBC recommends the wait time for tuition benefits for a Bachelors or Masters Degree to be 1 year for both on and off campus. FBC recommends that off campus tuition reimbursement be covered at 100% and up to \$2000.**
 - (2) **For Spouse/Domestic Partner of full time employees (who have completed 1450 hours in a year): FBC recommends changing the wait time for the tuition benefit for a Bachelors or Masters Degree to 1 yr for on-campus only.**
 - (3) **The FBC committee recommends that our current tuition benefits policy should consider flexibility for all students to complete the undergraduate degree. This altered policy should consider those with various accommodation needs, financial or any other personal situation, to complete the equivalent of a 16 term undergraduate degree as a fulltime or part-time student, within some reasonable time limit.**
 - Eric Chojnowski will be asked to attend FAP on behalf of FBC as well.

- Future discussion proposed for the health insurance gap with retirement.

Meeting adjourned at 2:00 pm

Submitted by Julia Quinn-Szcesuil