

FIU Human Resources

I ♥ MY PANTHERBENEFITS

Phone: (305) 348-2181 • Email: benefits@fiu.edu • Website: hr.fiu.edu/benefits

Benefits Updates | September 18, 2023

Address Review & Update Reminder – *2024 Open Enrollment is coming!*

In order to receive communication materials regarding your State-Sponsored Benefits, it is very important to keep your address on record up to date in our Panther Soft System. Take the time to review your current mailing address, email address, phone numbers on file. As a reminder, if you have experienced any changes in address, please update your information in our Panther Soft System immediately.

Safety Information: Protect Yourself from Mosquito Bites

Check out important information on mosquitoes and how to protect yourself and your loved ones from mosquito's bites and the diseases they may carry. Learn about mosquito risk and prevention tips.

FIU's Leave of Absence - Birth and Adoption

Leave For the Birth of a Child and Bonding: Parents may use FMLA leave when their child is born and to bond with their child during the 12-month period beginning on the date of birth. Both mothers and fathers have the same right to take FMLA leave for the birth of a child and bonding.
Leave For Adoption: Employees may use FMLA leave when a child is first placed with them for adoption or foster care and to bond with their newly placed child. An employee's entitlement to leave for adoption or foster care ends at the end of the 12-month period beginning on the date of the placement.

For more information, you may visit the U.S. Department of Labor page and our FIU-HR website. To start your leave of absence process, please contact HR Leaves at hrleaves@fiu.edu at least 30 days prior to the expected due date, or as soon as you know the adoption date.

2023 Florida Retirement System Legislative Changes – DROP Participation Changes

Eligible FRS Pension members in a regularly established position can elect to participate in DROP for no longer than 96 calendar months beginning any time after their normal retirement date. The new provision replaces individual member eligibility windows for electing DROP participation.

Each calendar year, the Division of Retirement provides you with a ***Member Annual Statement (MAS)*** which summarizes your retirement record and, if you are vested, includes projected estimates of your future monthly benefit. Since the Florida Retirement System/Division of Retirement is the employer of record for all the Florida State employees' Retirement benefits and service history, it's very important that you contact the ***MyFRS Financial Guidance Line*** at 1-866-446-9377 or schedule an **appointment online** with a financial planner to review your retirement account, **estimate your income at retirement** and confirm any other details about your retirement options. The MyFRS Financial Guidance Line can also assist in determining if the Deferred Retirement Option Program (DROP) is right for you.

Questions? Contact Benefits Administration at benefits@fiu.edu.