



I ♥ MY PANTHER BENEFITS

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

Benefits Updates | May 27, 2025

3rd Paycheck of the Month | No Benefit Premium Deductions

The benefit plan premiums are deducted on a biweekly basis, for the first two pay periods of the month, totaling 24 *pay periods*. As our FIU [payroll calendar](#) has a total of 26 *pay periods*, the benefits premium deductions are not taken on the third check of the month. This applies to the upcoming **paycheck dated May 30, 2025**.

To view **FIU's Payroll Calendar**, visit: [FIU Payroll Calendars and Schedules](#).

State Group Insurance Updates

- **Hinge Health Benefit Discontinued effective May 15, 2025:**

The Division of State Group Insurance has announced the [Hinge Health](#) benefit was discontinued effective May 15, 2025. Currently there is no replacement benefit for Hinge Health. Employees who were using this benefit received direct communication regarding this change and are encouraged to work with their physical therapist and healthcare provider to develop a plan to maintain their exercise therapy routine. For assistance finding in-network providers, please contact your [health insurance carrier](#).

- **Shared Savings Program:**

As a reminder, State Group Insurance health plan enrollees and their dependents **are automatically eligible** to participate in the **Shared Savings Program** at no additional cost. This program makes it easy to shop and **earn rewards** on high-quality, low-cost eligible medical procedures. [Learn more about how to start saving today!](#)

Understanding Leave Options and Procedures

Eligible employees may take unpaid, job-protected medical leave under the [Family and Medical Leave Act \(FMLA\) and Non-FMLA Medical Leave](#) due a serious health condition affecting themselves or an immediate family member (spouse, child, or parent; note that this does not include a parent-in-law). During the leave period, group health insurance coverage will continue under the same terms as if the employee had not taken leave.

Leave may be taken on a *continuous basis*, *intermittently*, or as a *reduced work schedule*. **Intermittent Leave** is a type of leave that allows employees to take unpaid leave in separate, non-continuous periods for qualifying reasons. These may include recurring or chronic medical conditions that require absences due to flare-ups or pre-scheduled medical appointments, either for the employee or an immediate family member. Intermittent leave may also be used when an employee needs to attend medical treatments or therapies scheduled during working hours.

Employees who have accrued vacation, sick, and/or compensatory leave are required to exhaust their available paid leave before transitioning to unpaid leave status for the remainder of their approved leave period.

To initiate a [leave request](#), employees must complete the **Leave of Absence** online form available online through PantherSoft at my.fiu.edu. Navigate to *Employee Resources* → *Employee Forms* → *Benefits Forms* → *Leave of Absence Request Form*.

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