

MEMORANDUM

September 20, 2013

Dear FIU Family,

I am pleased to announce very good news with respect to salaries and bonuses for all eligible FIU employees.

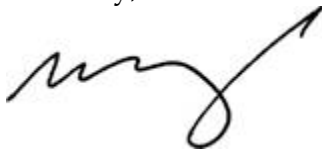
Last month, the Board of Trustees ratified a 3 year contract with the American Federation of State, County and Municipal Employees. All in-unit employees now have contracts that include across-the-board salary increases and bonuses. Also the Legislature provided the University with funds to support across the board salary increases for all eligible employees and bonuses for 35 percent of employees.

Although not required by any of the collective bargaining agreements (CBA), the Board of Trustees and I have proposed to enter into agreements with the respective bargaining units to provide both the legislative increase and the amount specified in the respective CBAs. We wanted to recognize the significant contributions our faculty and staff have made for FIU to be *Worlds Ahead*. Each CBA has a negotiated date for awarding the salary increases and bonuses that are funded by the university. The state-funded increases and bonuses will be paid at the time dictated by the state: October 2013 for across-the-board increases and June 2014 for bonuses.

The Division of Human Resources will share additional information regarding the specific amounts, eligibility requirements and effective dates of the salary increases and bonuses once we achieve an agreement with the respective bargaining units.

Thank you again for your dedication to our students and to FIU. You are the source of our success.

Sincerely,



Mark B. Rosenberg  
President