

## Wage Opener for Article 9

### 9.1 Salary for Fiscal Year 2022-2023

All eligible in-unit employees shall receive a one-time, non-recurring bonus equal to two thousand dollars (\$2,000) subject to applicable taxes and withholding. The bonus will be paid on the last pay period of the fiscal year ending FY22-23 provided that all parties have ratified before that date. If the parties have not ratified by the last pay period of FY22-23, then the bonus will be paid the first pay period after both parties have ratified. To be eligible for **the one-time bonus**, the employee must (1) have been employed by the University on or before June 30, 2022 and continuously employed through the effective date of the salary action, (2) not be in receipt of a notice of termination or submitted a letter of resignation, and (3) received an overall rating of 3 on the most recently submitted PEP.

### 9.2 Contract and Grant-Funded Employees

Employees on contracts or grants shall receive salary increases provided that such salary increases are permitted by the terms of the contract or grant, and adequate funds are available for this purpose in the grant or contract.

### 9.3 Additional Salary Increases

Nothing contained herein shall prevent FIU from providing salary increases beyond the increases specified above. These increases may be provided for market equity considerations, including verified counteroffers and compression/inversions; increased duties and responsibilities; special achievements; litigation/settlements; and similar special situations.

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