

**Transfer from Duke University to Duke University Health System
(assumes employee remains in a full-time benefits eligible position)**

Benefit	Duke University (current)	TO	Duke University Health System (DUHS) – (new)
Health, Dental and Vision Insurance	Same		Same
Reimbursement Accounts	Same		Same
Life and Accident Insurance (Duke-provided)	Same		Same
Life Insurance Plans	Same		Same
Disability Insurance	4-month benefit waiting period after 3 years of full-time continuous employment; must be a regular full-time employee scheduled to work at least 30 hrs/wk or regular rank faculty member; 3-year waiting period waived if previously covered (within 90 days of starting eligible position at Duke) by most recent employer		3-month benefit waiting period after 3 years of full-time continuous employment; must be a regular full-time employee scheduled to work at least 30 hrs/wk; 3-year waiting period waived if previously covered (within 90 days of starting eligible position at Duke) by most recent employer
Retirement Plans Faculty and Staff Retirement Plan (exempt and biweekly employees)	Same		Same
Employees' Retirement Plan (biweekly employees)	Same		Same
Employee Tuition Assistance Plan	Same		Same
Children's Tuition Grant	Eligible after 5 years of consecutive service within the current term of employment at Duke University; must be an active regular full-time employee scheduled to work at least 30 hrs/wk or a regular rank faculty member		<ul style="list-style-type: none"> • Employees hired prior to January 1, 1999 at Duke University or Duke Hospital and with no break in service are eligible for this benefit even if they transfer to DUHS • Employees hired on or after January 1, 1999 do not retain this benefit if they transfer to DUHS
Severance Pay (for non-grant funded position)	Same		Same
Paid Time Away from Work <i>*Examples are for an employee with a 40 hours per week work schedule</i>	Staff accrue benefit time using a traditional vacation, holiday, and sick model consisting of the following*: <ul style="list-style-type: none"> • 14 paid holidays per year • Two, three, or four weeks vacation depending on service and level • 12 sick days per year 		Paid Time Off (PTO) program combines vacation, sick leave, holiday, and funeral leave*. <ul style="list-style-type: none"> • Transfers will have their unused holiday and vacation time put in Short Term Bank and unused sick time put in Carry Over Bank (COB) • Less than 4 years of completed service - 30 days for biweekly staff (monthly staff: 35 days) • 4 years but less than 9 yrs – 35 days for biweekly staff (monthly staff: 40 days) • 9 years or more – 40 days • Annual Cash Out of LTB at 50% base salary
Retiree Health : <ul style="list-style-type: none"> • Eligibility • Premium 	Eligible for Retiree Health coverage when "Rule of 75" met (age plus most recent continuous service date)		<ul style="list-style-type: none"> • Employees hired prior to July 1, 2002 with no break in service are grandfathered under the "Rule of 75" eligibility provision. If employee had at least 15 years of continuous service as of July 1, 2002, then eligible for employer subsidy. If less than 15 years as of July 1, 2002, then employee must work 15 consecutive years after age 45 for an employer subsidy. • Employees hired on or after July 1, 2002 are eligible if they have 15 years of continuous service after age 45. However, they will pay the full premium with no employer subsidy.
	Employee pays from 20% - 40% of the base health plan premium		Employee pays from 20% - 100% of the base health plan premium

NOTE: For more detailed information on benefit plans and eligibility, log onto www.hr.duke.edu or refer to the Summary Plan Descriptions.