



FAQs for Current Duke or DUHS Employees Transferring Jobs to PDC PRIOR TO JULY 1, 2021 - NOT AFTER July 1, 2021

Posted 11/10/2020

Will my Duke vacation time transfer to PDC?

You will be paid out all of your vacation time from Duke University. You will start accruing vacation and discretionary holidays at the PDC on first day of PDC employment.

If I am currently on the DUHS PTO system, will my PTO transfer?

You will be paid out for your PTO by DUHS according to Duke policy. The PDC will convert any accrued banks not paid out by DUHS to sick time and place in your sick time bank. You will start accruing vacation, sick leave, and discretionary holidays at the PDC on the first day of PDC employment.

If I start with no vacation time balances, can I take vacation in first 90 days?

Yes. You can either use the time away you have accrued in the PDC, or if you have not accrued time, you can take time unpaid. NOTE: You will have already been compensated for vacation previously through Duke.

Will I lose my sick time balances when I transfer to PDC?

No. When you leave Duke University, the PDC will honor the sick time you will have accrued. You will not lose any sick time and will continue accruing additional sick time pursuant to PDC policies.

Will I accrue vacation time at the same rate?

The PDC will honor your Duke or DUHS years of service for the purposes of vacation accrual calculations.

Hourly paid positions with less than four years of service can accrue up to 10 days of vacation per year. Vacation accrual increases up to 15 days per year after four years of service and up to 20 days per year after nine years of service. Vacation time is accrued each biweekly pay period based on hours worked at the regular rate of pay.

Monthly-salaried positions can accrue up to 15 days of vacation per year during their first three years of employment. This accrual rate increases to 20 days per year after three years of service. Vacation time is accrued each monthly pay period.

PDC employees will also accrue discretionary holidays at the same rate as at Duke.

If I am eligible for Children's Tuition, will I still be eligible in PDC?

The PDC Children's tuition benefit for transferring employees will go into effect July 1, 2021. If you are currently eligible for this benefit at Duke, you will be able to access the PDC program on July 1, 2021. The guidelines are equivalent, and the PDC will honor years of service at Duke for the purposes of calculating eligibility.

If I reach the "rule of 75" between now and July 1, 2021, will my eligibility for "rule of 75" retiree health benefits be impacted?

Retiree health is a Duke University benefit and it is the University's decision on how the Rule of 75 will be applied to employees transferring to the PDC.