Summary of Material Modifications

The Employee Retirement Income Security Act (ERISA) requires that Duke University notify employees when a material change is made to the Health Plan.

This document constitutes a Summary of Material Modifications to the Summary Plan Description. The changes described in this document affect health benefits and should be kept with your benefit materials for future reference. Please refer to the Duke University & Health System Summary Plan Description and incorporated documents for a complete overview of your benefits.

The following change has been made to the Duke University & Health System health plan, effective July 1, 2023:

Medical Plan Benefits

- Benefits-eligible faculty and staff who reside outside of the state of North Carolina have access to a second medical plan, the Duke USA PPO plan administered by BlueCross BlueShield of North Carolina (BCBSNC).
- Benefits-eligible employees who reside outside of the state of North Carolina and previously waived participation in Duke’s medical plans may elect to enroll in coverage during a designated Special Enrollment period (May 8 – May 14, 2023). Coverage elected during this period will go into effect on July 1, 2023.
- Benefits-eligible employees who reside outside of the state of North Carolina and who are currently enrolled in medical coverage under the Duke Options PPO plan are permitted to make a plan change to the Duke USA PPO plan during the Special Enrollment period (May 8 – May 14, 2023). Changes made during this period will go into effect on July 1, 2023.
- Faculty and staff who are satisfied with their current medical plan elections are not required to take any action at this time.

For additional information, please contact the Human Resource Information Center at (919) 684-5600; email benefits@duke.edu; or send correspondence to Duke University Human Resources – Benefits, 705 Broad Street, Box 90496, Durham NC 27705.

Coverage offered is not a vested benefit, and Duke University reserves the right at any time to change or terminate the benefit plans.