

FAQ – Medical Coverage for Your Spouse

Q: I currently cover my spouse on the medical plan. What do I need to do to continue this coverage into 2020?

A: New for 2020, you do not need to take any action during open enrollment. Your current medical plan election will roll over from 2019 into 2020, and your spouse will continue to be covered under the medical plan. By allowing this coverage to roll over, you are confirming that your spouse is not eligible for medical coverage with another employer.

Q: I currently cover my spouse on the medical plan. What if I want to change this coverage for 2020?

A: During open enrollment (November 8 – 22), log into the Open Enrollment system (UltiPro) to make changes to your medical plan election. When changing your medical plan election, you might change the coverage level of your current medical plan, change to a new medical plan, or drop medical coverage. If your spouse is included in your new medical plan election, their current spousal eligibility will need to be recertified. Remember, by covering your spouse, you are confirming that your spouse is not eligible for medical coverage with another employer.

Q: I want to add my spouse to my medical plan coverage for 2020. What do I need to do?

A: To change your medical coverage for 2020, you must act during open enrollment. Between November 8 – 22, log into the Open Enrollment system (UltiPro) to add your spouse. When making this new medical plan election for 2020, you will need to certify spousal eligibility for 2020.

Q: In past years, I had to certify during open enrollment that my spouse was eligible for medical plan coverage. What's changed for 2020?

A: New for 2020, current medical plan coverage for spouses will roll over from 2019 to 2020, and you are not required to certify spousal eligibility in the Open Enrollment system (UltiPro). We are streamlining this process to make Open Enrollment easier for you. We are assuming, and you are confirming, that your spouse continues to be eligible for medical coverage and is not eligible for medical coverage with another employer.

Q: What is the spousal eligibility provision for medical plans?

A: Spouses with other medical coverage available to them through another employer are not eligible to be covered by Star Tribune medical plans. The restriction does not apply to dental coverage. Additionally, the spousal eligibility restriction does not apply to spouses who also work for Star Tribune.

Q: What is the definition of spouse for benefits eligibility?

A: For benefits purposes, your spouse is defined as your current legal spouse (i.e., divorced spouses are not eligible dependents). If both members of a married couple are Star Tribune employees, they cannot be covered both as an employee and a dependent and only one spouse can cover any eligible dependents for purposes of a particular plan.