

SPOUSES & ADULT CHILDREN

Coverage for Spouses and Adult Children

- Spousal Eligibility Provision for Medical Plans

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 or vision coverage.

If you currently cover your spouse under the medical plan, your current medical plan election will roll over from 2024 into 2025, 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.

To add your spouse under the medical plan for 2025 or if you make changes to your medical coverage for 2025, you will need to certify spousal eligibility within the Open Enrollment system.

The spousal eligibility restriction does not apply to spouses who also work for the Star Tribune.

- Adult Child Eligibility Provision for Medical Plans

If you wish to continue to cover your child(ren) who are age 19 up to age 26 in the medical plans, no action is necessary. To add your eligible child under the medical plan in 2025, you need to enroll the child through the online Open Enrollment system by 5:00 p.m. on Wednesday, November 13.